Berspective Perspective



The First Word ...

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In the last issue of *Perspective*, I described our efforts in Washington to fund the Navy Manpower and Personnel (MPN) account and eliminate PCS shortfalls by fiscal year 1999 (FY99). In this issue, after a quick comment on retention, I'll focus on another important process that impacts all Sailors in the Fleet—annual Congressional legislation for the Department of Defense.

First, throughout our Navy's long history, there are times when, in competition with the civilian job market, we are especially concerned about retaining our talented Sailors, officers and enlisted. This is one of those challenging times. You can be sure that the Navy leadership is engaged in evaluating and addressing factors that go into making the Naval service the rewarding and exciting profession it has always been. We need to







continue to maintain a dialogue with the Fleet and address your concerns as we near the end of perhaps the most successful post-war drawdown in our history. We must all work together (as owner-operators of our Navy) to make sure we stay capable of carrying out our challenging missions. We are a global, world class organization in a noble profession, and we all need to do our part to help us pull together as a team. As we have often said, we are your Bureau and we need and want your input.

Now, on a different note. Two pieces of legislation—the Defense Authorization Bill and Defense Appropriations Bill—govern the operations and initiatives of the Department of Defense each fiscal year (beginning October 1st). First, the **authorization bill** specifies the programs (such as Tuition Assistance, bonus/special pays, Temporary Early Retirement Authority, etc.) that will be undertaken each year and often provides the policies, restrictions, and administrative details for each program. Second, the **appropriations bill**—normally passed by Congress and signed by the President after the authorization bill is passed—formally provides the funding to pay for programs detailed in the authorization bill.

This year (FY98), the normal legislative approval sequence has been reversed. As this issue goes to press (last week of October), the authorization bill has not yet been enacted, although the appropriations bill was passed and signed into law by the President in early October.

The delay in passing the authorization bill has required us to operate at FY97 funding levels and not initiate <u>new</u> programs and initiatives (scheduled to begin in FY98) until the bill is signed into law. The process is complicated, and although the bill has not yet been formally approved, it looks like much of the uncertainty involved with the content of Navy's portion of this year's legislation is behind us.

In fact, there are several initiatives contained in the FY98 authorization bill directly affecting Sailors that I am optimistic will be included in the final version. These include: a basic pay increase of 2.8% effective January 1st, increases to Family Separation Allowance and Hazardous Duty Pay, creation of a Basic Allowance for Housing (BAH) that combines BAQ and VHA into a single housing allowance based on actual local housing prices rather than surveys of Sailors' housing costs (likely benefiting those living in high-priced areas), and enhancements to Aviation Continuation Pay, flight pay, and Nuclear Officer Incentive Pay, among others.

In the meantime, we are continuing to focus on our stated mission at the Bureau—to provide and care for the world's finest Sailors who constitute the world's greatest Navy.

D. T. Oliver Vice Admiral, U.S. Navy

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The Navy Officers' professional bulletin



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Art Credit (cover): USS Pogy (SSN 647) surfaced at sunrise through a 6 inch thick layer of Arctic ice flow. DoD photo by Petty Officer 2nd Class Steven H. Vanderwerff, U.S. Navy.

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FROM THE HEAD DETAILER O RADM JIM MASLOWSKI

The task of completing the mission with available resources is more challenging now than at any time in recent memory. This is especially true when it comes to officer manning. As I complete my second year as the Head Detailer, the issues of officer shortfalls, resignation and retirement timing, and finding the right officer for tough assignments continue to come to the forefront of the Distribution business. Here are a few thoughts on what that means to you and what can be done to help mitigate the impact on your plans, individual commands, and the Navy.

Hanging over the door to my office is an old sign that says, "No billet, no body." It has never been more relevant. The real message is that the number of officers available for assignment in a given fiscal year is less than the number of billets that need to be filled. The good news is careful management and allocation of available officers will enable us to meet our sea going and critical shore requirements. The Navy Manning Plan for Officers (NMP-O) is one of the tools used to achieve the best utilization of our limited officer manpower.

NAVADMIN 113/97 stated that the projected shortfall of officers available for assignment will be approximately 3,500 throughout FY98. The Navy is committed to manning all deploying units at 100%, consequently a "tax" must be levied on most shore activities to provide the manpower needed to support our operational deployers. This results in a number of shore activities being manned between 80-85%. Judicious application of NMP-O ensures the burden is equitably distributed across shore activities Navywide. Waivers to NMP-O are considered on a case basis and weighed against the reality that for every command that exceeds NMP-O another command must assume the additional burden. CNO N1 and BUPERS are working hard to reduce the shortfall of officers available for assignment and relief could be realized in FY99. Until then, NMP-O is a tool we need to ensure the best utilization and distribution of our officers.

To prevent further exacerbating officer shortfalls, thorough attention must be given to the requirements and timing of resignations and retirements. A careful review of MILPERSMAN articles 3830340 and 3860280 will prove beneficial to all of us as we face our manning challenges.

For resignations:

- 1. Ensure the request is submitted to reach BUPERS 9 to 12 months in advance of the desired detachment month.
- 2. Ensure retainability requirements (i.e., obligated service incurred following a cost PCS move, MILPERSMAN 3820010 refers) and Minimum Service Requirements (MSR) are complete.
- 3. Action on any resignation will be governed by the needs of the Navy, including the availability of a qualified relief. If a contact relief is required and none is immediately available, a resignation may be disapproved.
- 4. Waivers of obligated service, tour lengths, incentive pay and bonus contracts, or other service obligations will normally **not** be approved unless a bonafide hardship exists. (continued on pg 2)

For retirements:

- 1. If the requested retirement date coincides with the PRD, submit the request 6 to 9 months in advance of the requested retirement date. If the requested date is prior to PRD, submit the request 9 to 12 months in advance to allow ample time to identify a relief.
- 2. Should a contact relief be required to avoid gapping a billet, the effective date of a retirement may be delayed up to 9 months from the first day of the month a request is received in BUPERS.
- 3. Ensure retainability requirements and Minimum Service Requirements (MSR) are complete.

We attempt to allow as much flexibility for the officer concerned as possible without sacrificing a command's effectiveness through gapped billets. Command approval of retirement or resignation requests prior to PRD, with the requirement for a contact relief, places additional strain on an already tight distribution system. If a command truly desires for an officer to separate prior to PRD, they need to be prepared to accept a gap until a relief can be identified. As always, time is the critical factor. å

Joint Picture

Joint {PERS-45J}: DSN 223-2345/0036; commercial (703) 693-2345/0036; fax (703) 695-9343

One of our most important missions in life is to educate officers on the increasing importance of planning joint education and duty into their careers. We recently had an opportunity to brief both the National Naval Officers Association and the incoming class at the Marine Corps Command and Staff College on joint officer management issues. The officers present had some excellent questions and are worth sharing with each of you.

What is the JSO selection rate? While all eligible records are reviewed for JSO, selection is not automatic. Selection board statistics for the last two years are as follows:

	Screened	<u>Designated</u>	<u>%</u>
FY95	404	191	47
FY96	259	80	31

How is seating priority determined for AFSC?

Priority is based upon type of orders you are on or desire, and whether you are going to (or are at) a joint activity. Seating priority is:

- (1) PCS enroute overseas joint
- (2) PCS enroute CONUS joint
- (3) TAD from joint within first year onboard
- (4) TAD from joint 2nd or 3rd year
- (5) PCS enroute non-joint
- (6) TAD from non-joint

What are the AFSC class dates and seat availability?

<u>Class</u>	<u>Dates</u>	<u>Seats</u>
98-1	22Sep-12Dec	(13 senior and 43 intermediate seats)
98-2	5Jan-27Mar	(13 senior and 27 intermediate seats)
98-3	30Mar-19Jun	(42 intermediate seats)
98-4	29Jun-18Sep	(13 senior and 56 intermediate seats)

What are the differences between the different phase I courses? All JPME Phase I certified programs are equivalent in fulfilling JSO requirements. One difference is that in-resident and seminar phase I courses are accredited for a Master's Degree

(or can be transferred for use towards a Masters) while the correspondence courses are not.

What constitutes Joint for medical/JAG? Medical, Dental, Veterinary, Nurse, Biomedical, Chaplain and Judge Advocate officers are exempt from joint duty requirements for flag. These Staff Corps officers can serve in joint commands but are not eligible for joint duty assignment list billets.

Welcome Aboard. I would like to welcome CDR Kathy Johnson to the Joint Officer Management Shop. She comes aboard with a wealth of Bureau and joint experience and will be heading up our Memphis Joint Management Branch under PERS-4. It is cer-

The Joint Duty Assignment List on BUPERS Access

The following procedure allows you to view Navy Joint Duty Assignments using BUPERS Access:

- 1. Login to BUPERS Access (Do so using your PC/modem, call 1-800-346-0217). You will have to log in for account verification the first time. The next time you log in (24 hours min) you will have full access.
- 2. Select (1) for Detailers
- 3. Select (1) for JDAL

tainly a pleasure to have her on the team. With her arrival, I now can shift 'hats' to work as the Joint Officer Management/Policy officer for N12 and N13. Unfortunately, this change also means we must say farewell to LT Mike Velasquez and his seemingly 'bottomless pit' of knowledge and expertise. It's our good fortune that he will only be a short 10 minute walk down the hill working as a SECDEF intern (so you'll know where to find him). God Speed Mike! r

LCDR Alan Grace, N123J

Be sure to review the upcoming ...

Career Issue (Jan-Feb 98)

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Another aspect of manning shortfalls is "hard-fill" assignments. These assignments are typically characterized as non-warfare community specific and located in overseas or unaccompanied remote areas. Many of these assignments provide unique opportunities for travel and usually turn out to be great experiences for the individual and the family. Some officers express concern about leaving what they perceive to be the path to success when they are offered one of these positions. Many great assignments arise from these high visibility billets and strong performance in a tough job is always a plus when your record goes before a selection board. When your detailer offers you one of these jobs, take a serious look for you may find an assignment that is both challenging and rewarding.

I anticipate the issues of officer shortfalls, resignation and retirement timing, and "hard-fill" assignments to continue being "front-burner" issues for the foreseeable future. In discussing them, I hope to keep the lines of communication open as we all work together in finding the best solutions to our manning requirements and challenges.

J. Maslaushi

Jim Maslowski, PERS-4 Rear Admiral, U.S. Navy

Acquisition Professional Picture

{PERS-2MM/447}: DSN 227-8761 commercial (703) 697-8761; fax (703) 614-4047

Having just reviewed the previous 18 months of Perspective articles I've found that almost all useful information needed to understand the Acquisition Community and SEC-NAV 5300.36 has been covered. I'm not sure if the articles are the cause but I have noticed that through phone calls and applications to the APC selection boards that those in or interested in the AP community are more knowledgeable. One trend has been the significant increase in course completion certificates and certifications that I've received in the past 12 months. Remember after any Acquisition school or approved certification, either fax or mail to PERS-447 for inclusion in your record. For the Restricted Line and Staff communities your community managers and detailers can also enter your completions.

Just some general thoughts:

• Acquisition Workforce (AW) versus Acquisition Professional Community (APC). You are in the AW when the billet you are filling has an acquisition AQD. This makes you eligible for acquisition courses which are required for certification levels. When you detach from the billet you are out of the AW. To be in the APC you must meet the requirements delineated in SECNAVINST 5300.36, then apply for membership and be selected by the semi-annual board (Feb and Aug). Once an APC

member, you are always in the AW and can fill Critical Acquisition Positions.

- Coding of acquisition billets. There is always the need to review the coding of the billets in Acquisition Commands. Many are either improperly coded or not acquisition coded at all. When not coded, the incumbent does not receive acquisition credit or training.
- URL APC members. The BU-PERS acquisition detailing memo states "that after CDR command an

APC member can expect to be detailed solely to acquisition jobs".

• AQDs ending in 0. For the past year any officer receiving orders to their first acquisition coded billet is given the personal acquisition AQD that matches the billet AQD, but will end in 0. For example if you go to your first AW job and the billet AQD is AAN, then you will see in your record the AQD of AA0. This is just a place holder to be able to

Cont. on pg 31

Education Picture

{PERS-440}: DSN 224-3321; (703) 614-3321; fax (703) 614-4047

Graduate Education Opportunities

Over 450 seats are available in fully funded graduate education programs during FY98. The first classes begin in January at the Naval Postgraduate School (NPS). Detailers have already begun reserving seats for the entire year through September 1998. As seats at NPS become more competitive, vacancies will fill quickly so contact your detailer now.

Academic profile codes (APC) have recently been updated, including

those officers in YG95. If you want to determine what your APC is, check block 47 on your Officer Data Card (ODC). If block 47 is empty, you probably do not have one entered in your record. In this case, you can contact the NPS admissions office at DSN 878-3093 to find out why. The admissions office may have never received your undergraduate transcripts. Or, if your APC was only recently determined—officers in YG96 and 97—this information is still being processed and may not be reflected in your record.

Cont on pg 14

Foreign Area Officer (FAO) Picture

(PERS-442C): DSN 224-8482; commercial (703) 614-8482

The Navy FAO Program is pressing ahead. We have recently updated the Navy FAO Homepage (http://www.inpo.navy.mil/fao/fao.htm) including a revised billet list, and information on obtaining self study language material. We have been receiving a lot of inquiries about when the next FAO selection board will be; it is scheduled for November 1998 and applications will be due by 14 September.

Below are some of the FAO billets that are available in the upcoming year. The proposed fill dates include all of the prerequisite training for each billet. Please contact LT Druckenmiller at (703) 614-8482 early so we can work with your community detailers to give you the best opportunity for a rewarding FAO tour.

Fill Date	<u>Command</u>	Billet	••	Ra	nk Desig	Lang/Su	ıbspec/AQD
	- ———— Middle East / South Asia Regio				_		
Vacant 199806 199807 199810 199810 199901	COMUSNAVCENT OMC Cairo Egypt NIPO FMS ODC Tunisia OFFUSDEFREP Pakistan USCINCEUR	OPINTEL ANAL/SR CH NAVY SEC INTNL AFF/INTL PO MIL ASST PRG OFF PROGS/EXER OFF INTL AFF OFF	GM SPEC F	LC: CD LC: LC: LC: CD	DR 1110 DR 1000 DR 1050 DR 1050	Arabic/J French/(JD1 0021Q/J	0021P/JD1
Far East	/ Pacific Region						
199806 199807 199808 199808 199810 199811	HQUNC HQROKUSCFC NIPO FMS OSD NIPO FMS HQUNC HQROKUSCFC HQUNC HQROKUSCFC	STAFF OFF INTL AFF/DIR E AS MIL ASST TO ASD INTNL AFF/INTL POPLINS CH NAV ANAL		LC CA CA CD LC LC	PT 1050 PT 1000 R 1000 DR 1110	JD1 0022R JD2 0022S JD1 Korean/S	JD1
Western l	Hemisphere Region						
Vacant 199805 199806 199806 199809 199810 199810	INTERAMER DEF BD NIPO FMS INTERAMER DEF BD USCOMSOLNT OPNAV US MILGRP CHILE US MILGRP HONDURAS	EXECUTIVE OFF INTNL AFF/REG D STAFF MEMBER CMDCENWO/AST INTNL AFF/CENTR NAVY/MC REP NAVY PRGM MANA	SURFACE OPS AL AMERICA	LC: CA CA LC: LC: CD	PT 1050 PT 1000 DR 1110 DR 1310 R 1050	JD1 0023R Spanish Spanish 0023Q Spanish/ Spanish/	⁄JD1
	Eurasia Region			02		Spanish	021
199803 199804 199807 199808 199808 199808	NIPO FMS USCINCEUR OFF DEF COP Germany ODC SPAIN NAVSUPPACT LAMAD USCINCEUR ODC SPAIN	INTL AFF/DIR W E STF PLNS OFF INTL AFF OFF/CHI NAVY PGM MGR XO SHR ACT INTL AFF OFF CHIEF, ODC SPN		CA LC: CD CD CD CD CD	DR 1050 R 1050 R 1050 R 1050 R 1000	0024Q JD1 German/ Spanish/ Italian/0 0024Q/J Spanish/	/JD1 020R ID1
ditional ing an a embass; host couduty ass training due to s the righ attaché	e Opportunities. Looking Navy assignment overse attaché, you'll serve oversey, and represent the U.S. antry. All attaché assignments, and language is in the DC area. Attactart training soon are list to the training s	eas? By becomeas at a U.S. Navy to your ments are joint and attaché ché assignments ted adjacent to these and other	Country Egypt + Honduras + Ukraine + Malaysia India Saudi Arabia + Albania Ecuador U.A.E. Italy** Peru + C-12 flying bi	Billet NATT NATT NATT NATT NATT NATT DATT NATT N	Desig - Rank 1310 - CAPT 1310 - LCDR 1310 - CDR 1110 - CAPT 1110 - CAPT 1310 - CDR 1050 - CDR 1110 - CAPT 1050 - LCDR 1050 - CAPT 1120 - CAPT ** MAJCOM &	Lang. Arabic Spanish Ukrainian Malay N/A Arabic Albanian Spanish Arabic Italian Spanish JSO	Train/Onstation ASAP/9807 ASAP/9807 ASAP/9906 9801/9902 9801/9806 9801/9908 9802/9911 9804/9906 9804/9909 9804/9906

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Surface Picture



{PERS-41}: DSN 224-8341; commercial (703) 614-8341; fax (703) 614-xxxx: {41} 5184; {412} 5185; {414} 5168; {410/411/413/415/416} 8786

ership.

O Captain's Corner

By the time you read this article, another Surface Warfare Major Command screening board will be complete. Approximately 40 Captains will have entered the bank of officers awaiting assignment to major command afloat and ashore. The next slating of officers to major command is already in the works and should be released in late November. This slate will include about 31 commands.

In the world of officer distribution and in the fiscal year ending 30 Sep 97, PERS-41 executed nearly 4000 funded moves and rolled about 250 moves into FY 98. Based on the amount of money we project to have for execution in FY 98, I expect our unfunded move count to be approximately 400. Rightfully you ask, "So, what's the impact on me and/or my command?" Well the answer is not all that simple and it's taken me nearly 18 months to figure that out. A number of things can happen. The first is... NOTH-ING! You roll on time, to your next duty station. Both you and the gaining/losing commands are happy. I expect this outcome will be the case in most details. A few constituents will have their PRDs shifted to the right into the next FY by a few months. If your PRD is in the summertime, we may cut you orders to detach in the following October (using next FY's \$\$). Your family can still PCS move on those orders but you cannot officially detach until 1 October. We will consider PRD extensions where they make sense and will continue to maximize low cost/no cost moves where feasible. A dialogue with your detailer will ensure all of us involved in the detailing triangle know the score. The Bureau, with a commitment from OPNAV, is working to fully fund the PCS account. We received some funding relief this year and it was very helpful. I assure you, we're working just as hard to gain relief for this coming year as well and to enter the requirements and resources into the POM process to fully fund the account in the future.

Two final thoughts before I wrap up with the standard selection board information. First, the Division Officer and Department Head Sequencing Plans received strong support at the most recent Surface Warfare Commanders Conference (SWCC). I don't expect to see any great changes in the near term. But, I do expect to see some minor modifications as we

continue to work on flow rates and reduce over touring at both the division officer and department head levels. I continue to receive favorable feedback, especially about the quality of second tour division officers arriving at their second ship. We continue to closely monitor the overall process and provide frequent updates to the SWO lead-

The last issue is CDR Command. In Jan 98 we will again convene the CDR Command Screen Board with the CDR Command Slate Board the following week. The process will be similar to last year. I have drafted a letter to each officer affected by these boards which should have already been received. In the letter I spell out the process, give the metrics and explain what happens if you are screened but not slated. Read the letter carefully and call me or your detailer if you have any questions.

As we once again enter another selection board season, now is the time to review your official record held in BUPERS. Unfortunately, numerous records which annually go before statutory and administrative boards are missing vital information in spite of your best efforts and ours. Check your record frequently, fax/mail missing documents to us and we'll do our best to ensure your record is board ready!

We recently sent a postcard request to each Captain and Captain (sel) to ensure they a have current 8x10 color photo and biography on file. Since all O-6 billets are nominative, many require a picture and bio as part of the selection process. While we have heard from many, a sizable number of officers have yet to respond. Don't delay an already lengthy process or exclude yourself from being nominated for a career enhancing job by not having an updated biography and 8x10 color photo on file. For those of you that have yet to respond please forward your package to Bureau of Naval Personnel, PERS-41, 2 Navy Annex, Washington, DC 20370-4100.

Hail and Farewell. We welcome LCDRs Taylor Skardon and Ulysses Zalemea. LCDR Skardon is the new LCDR junior year group detailer (PERS 411B), coming from XO, USS Vicksburg (CG69). LCDR Zalemea is the new Amphibious Placement Officer (PERS-413F) and is coming from XO, USS Germantown (LSD 42).

I must also wish a hearty well done from our "ward-room" to my deputy, CDR Dick Feckler. CDR Feckler has moved on to JCS, J3 as Chief, Tactical Security Branch. We wish him the best. r

Be safe out there!

CAPT P.W. Marzluff Director, Surface Officer Distribution (PERS-41) e-mail p41@bupers.navy.mil

O Surface CDR {PERS-410}





In my first months as the Branch Head for the CDR and LCDR detailing shops, I have had the opportunity to travel to several homeports and talk to numerous wardrooms. These visits are as important to us as they are to you in that they provide us the "fleet perspective" and provide you invaluable information with respect to SWO career progression. I encourage wardrooms to take advantage of these visits and briefs.

Board Preps. We have started the preparations for the CDR Command Screen and Slate Boards. During the first part of December, we will scrub records of all eligible officers. If you receive a call from us for a copy of a FITREP or updated photo and have already mailed/fax'd it, please be patient and provide the requested information again. We will only call you after we have made an all out effort to locate it in the building. Our fax is (703) 614-8786 or DSN 224-8786. Give Tammi Barreras a phone call when you fax information for the board. She will log in the information and ensure it gets to your record.

Flex Detailing. Many Commanding Officers are being relieved at the 18 month point vice the 20 month nominal CO tour. This CNO approved initiative is one of the solutions to decrease the CDR Command bank. Working with the Type CMDRs, we identify those officers who are doing exceptionally well in command and have met professional milestones (deployments, competitive FITREPS, selection to CAPT, etc.) Officers who meet these criteria may be rotated from command early.

This year we identified 28 COs for flex detailing through 9811. This has helped offset the impact of the upcoming decommissioning of seven non-VLS DD-963 and four DDG-993 class ships. It has also enabled us to get

PCOs to command well ahead of their in-zone CAPT look.

CDR Command Bank. PCOs can now expect to spend less time in the bank and get to command earlier. For those officers selected for slating by the FY97 slating board, the average time in the bank has decreased from a high of 3.7 years to 2.6 years. The "years of commissioned service" (YCS) has also decreased from a high of 18.5 years to 17.9 years. These improvements have been the result our screening officers for command earlier, and the Slating Board process.

We bid a fond farewell to LT Phil Sobeck. I know many of you have talked to Phil over the months. He has been a mainstay in the CDR shop ... pushing out orders, giving sound counsel, preparing briefs, and keeping "us older folks" organized. Tammi Barreras will be taking over a lot of his responsibilities. Not only is she a terrific Administrative Assistant, but she is also a Navy wife and speaks the lingo. We are glad to have her onboard. Phil is leaving to be the Executive Assistant for the Commandant of the Naval Academy before he heads off to Dept Head School. We wish him well. r

GO NAVY! BEAT ARMY!

CDR Jim Clark, PERS -410 Head, Surface Commander Assignments Branch e-mail p410@bupers.navy.mil

O Surface LCDR {PERS-411}





XO Board. Congratulations to all the new LCDRs! Having achieved a major career milestone, it's time to look at the horizon and start preparing for the next wicket. In our scope is the FY99 Executive Officer Screening Board Scheduled for 31 March. **PLEASE REVIEW YOUR RECORD!** We can not emphasize that enough. Call us if you have any questions, problems, or need assistance in updating your record.

Joint Professional Military Education. The word is definitely out about the benefits of obtaining your joint education through a war college. The LCDR shop is allotted approximately 65 seats to domestic and foreign war colleges annually. Demand for these seats is about four times the requirement. We detail on a first come first serve basis. Some of our constituents believe that their career is over if their timing is off and they miss this opportunity—especially if they can not get into the Naval War College. Career milestones are *still* achieved via performance at sea. We are trying to persuade indi-

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viduals who already have their masters to obtain their joint education through the seminar or correspondence programs. In this day and age all of us are being affected by downsizing. Some of us cannot afford three years worth of unobserved FITREPs and still expect to be viable for the next milestone.

TERA. We have received word from our community monitor that TERA will be funded for fiscal year FY99. Those officers who have already failed to select twice will be required to retire 01 October 1998. We will not issue orders for officers who fall into this category. Please call or e-mail if you have any questions.

Other XO program. A very positive indicator from the recent CDR selection board results is how the officers who were designated as "Other XO" fared. Their selection rate in zone was 65%! Additionally, we had one "Other XO" selected above zone. Congratulations.

Welcome Aboard: CDR(sel) Taylor Skardon, former XO on USS VICKSBURG (CG-69) has joined the 411 team. He will be relieving CDR Joel Griner and handling year groups 86 and junior. r

LCDR Ed Delaney Head, Surface LCDR Assignment Branch P411@bupers.navy.mil

○ Surface Junior Officer {PERS-412}

Pending Dept Head/Division Officer Sequencing Plan (DHSP/DOSP) Changes. The Surface Warfare Commander's Conference (SWCC) has reviewed and recommended approval of a number of proposed changes to both the Division Officer and Department Head Sequencing Plans. The following changes have been forwarded for approval:

- 1. DDG 51 Engineer billets will be filled by First Tour Department Heads vice Second Tour Department Heads.
- 2. PEB Division Officer Examiner billets will be filled by Second Tour Division Officers instead of post Division Officer on their shore tour.
- 3. APS Strike Planner billets will be filled by Second Tour Division Officers instead of post Division Officers on their shore tour.

If you already have orders to one of the above mentioned billets, you will likely continue enroute to that billet. If you have not been slated and are interested in

one of the above billets, contact your detailer to amend your duty preference card. This proposal is not yet final but is expected to be approved in the next couple of months.

Spot Promotion. An important reminder, CG Engineer billets, all CVN PA billets, DESRON Material Officer and many PEB Examiner billets are spot promotion eligible to LCDR. Check SECNAVINST 1421.3H to verify if the second tour department head billet to which you are ordered qualifies. A new revision to the Spot Promotion rules eliminates the previous 90 day in-billet requirement. You are now eligible to apply for spot promotion as soon as you receive orders to a spot promote billet. Your current Commanding Officer provides a forwarding endorsement and recommendation. Spot Promotion Boards are held quarterly and the results are forwarded to the Senate for confirmation. This process takes about 6 months. If you apply for spot promotion when you receive orders, you may be approved and authorized for spot promotion as soon as you diary onboard your next command. This is a significant improvement over the previous system, but requires you to apply early. If you have any questions regarding this policy or how to apply, please contact LCDR Johnson, PERS 412s or LCDR Mullen, PERS 412n. Shown below is a sample spot promotion request letter:

DD MMM YYYY

From: Commanding Officer, USS FIRSTOUR (DD 999)

To: Bureau of Naval Personnel (Pers 4)

Subj: REQUEST FOR TEMPORARY (SPOT)
PROMOTION ICO LT JOHN A. SMITH, USN

987-65-4321/1110

Ref: (a) SECNAVINST 1421.3H

- 1. In accordance with reference (a), I nominate Lieutenant Smith for temporary (SPOT) promotion to the rank of Lieutenant Commander.
- 2. Lieutenant Smith meets the criteria outlined in reference (a) and is eligible for temporary promotion based on serving (or "orders to serve") as the SECOND TOUR BIL-LET (BSC XXXXX) in USS SECONDTOUR (CG 99).
- 3. Lieutenant Smith has my strongest recommendation for SPOT promotion. He has excelled in ... {provide a brief background for justification}. SPOT promotion is essential to his continued effectiveness and is fully merited.

I.M.CAPTAIN

Copy to: Service Record

From The Shore Coordinator

Naval Postgraduate School. If you are interested in attending Naval Postgraduate School anytime in 1998 and have not talked with the Shore Coordinator, (PERS-412A), you need to contact him immediately. Some technical fields are still available, but are filling up fast. If you are considering this major career opportunity call DSN 224-3831 or commercial (703) 614-3831 and ask for LCDR Dave Matawitz or e-mail him at p412a@bupers.navy.mil.

O Surface Nuclear {PERS-412N}



Surface Nuclear Newsletter. No, your subscription has not been canceled! The Surface Nuclear Newsletter was mailed in September. It includes a great deal of information with which you should be familiar, including SWO(N) career path improvements, career broadening tours, career planning and timelines, Joint tour information, specific guidance on the revised Spot Promotion instruction (see the PERS-412 article, above) and Acquisition Professional career information. If you have not received your copy in the mail, please contact us and we will get one to you.

CGN Decommissionings. With the decommissioning dates of our last two CGNs firming up [Sept 98 for USS SOUTH CAROLINA (CGN-37) and Feb 99 for USS CALIFORNIA (CGN-36)], it is important that all SWO(N)s onboard these ships keep me abreast of their qualification progress and follow-on tour preferences.

For several of the SWO(N)s assigned, understanding your qualification plan and establishing the proper decom tour length will be critical to ensuring that we find you the best possible job when you rotate. We must ensure that our manning plans for the final months not only allow each ship to support the continued safe defueling of the reactor plants, but also keep in mind your best career choices. If you have not contacted me or submitted a duty preference card, now is the time to get started.

Nuclear Designated Junior Officers. If you are an ENS or LTJG in your first tour aboard a conventional ship, you should expect to see your orders to Nuclear Power School four to six months prior to your 18-month PRD. Give me a call if you haven't received them within this time period. Keep in touch with me throughout your tour, I'm interested in your personal feedback as well as your qualification progress!

NROTC. All of the NROTC quotas through mid 1998 are presently filled. To be eligible for NROTC you need to have an undergraduate GPA of 3.00 or better, be department head screened or screenable, and have an outstanding at sea record. The agreement to remain on active duty previously associated with the NROTC and some Naval Academy billets has been withdrawn, so if you are interested in NROTC call early. r

CAPT Rob Reilly, PERS-412 Head, Surface Junior Officer Assignments e-mail 412@bupers.navy.mil

CDR Command Screening Board. The FY98 Surface CDR Command Screening Board will be held from 26 January through 4 February 1998, and the Surface CDR Command Slating Board will be held 5-6 February 1998. If you are up for any of your four looks, please review your PSR and microfiche to ensure your latest FITREPs, AQDs, graduate education, and awards are included. CDR Janikowsky and I will conduct a thorough review of all eligible SWO(N) officer records prior to the board. However, your own check is essential to ensure recent qualifications and fitness reports are correctly reflected. If your record is missing anything, fax the appropriate documents to CDR Janikowsky at (703) 614-8609. Also remember that all items submitted directly to a board, with the exception of photos, are destroyed after the board adjourns. So in addition, you will need to go through the normal record update procedure to make permanent corrections. All these procedures are outlined for you in the SWO(N) Newsletter.

Prospective Nuclear Engineer Officer (PNEO) Exam.

The prerequisites for taking the PNEO exam are found in BUPERSINST 1540.41. For officers on their first sea tour, it requires serving a minimum of two years on board a nuclear powered ship as a nuclear trained division officer. Officers who have completed warfare qualification prior to reporting to their first nuclear powered ship must serve a minimum of one year as a qualified watch officer. Please read and understand the requirements, track your progress toward PNEO, and schedule your exam early. All seats for some exams have filled as early as eight weeks in advance, particularly with the holidays in November and December. To schedule an exam, call LT Mike Brunner (PERS 421C), at DSN 225-4039 or (703) 695-4039. The next PNEO exam start dates are scheduled for: 3 or 4 November 1997; 1 or 2 December 1997; 5 or 26 January 1998. r

> LCDR Ed Mullen, PERS-412N Surface Nuclear Officer Assignments e-mail p412n@bupers.navy.mil

Page 8 Perspective

O Surface LDO/CWO {PERS-414}



Being competitive for promotion. We often receive calls from constituents in the field who ask, "what should I do next to stay competitive?" There isn't one simple answer, but in general you should:

- P **Diversify** do a variety of jobs to broaden your base of expertise.
- P **Lead** tours where you demonstrate superior leadership qualities are imperative.
- P **Excel** accomplish every assignment to the best of your ability. Give 110 percent at all times. You want to be the MVP.
- P **Go to sea** nothing is better than sea duty. We see this time and again when promotion boards report out.

O Special Warfare {PERS-415}



Upcoming Boards. This year's CDR/Command Board will be held the last week of January. Promotion Year Groups FY96, FY97 and FY98 will be considered. The URL 0-6 Selection Board (Jan 98), 0-5 Selection Board (Mar 98) and 0-4 Selection Board (Apr 98) should be high on your action list. Additionally, the FY99 XO Screening Board will be held in March for PYGs 96, 97, and 98. It's never too early to check your record for an annual Statutory (Promotion) Board and/or an Administrative (CO/XO Screening) Board. At a minimum, you should forward a copy of your latest fitness report to PERS-415 but remember this is a backup. After the Board is completed all documents which have been included for board purposes are destroyed. Make sure you have a photo in your current paygrade. There is no longer an annual photo requirement.

PCS moves. At this point, it appears as though PCS funds will be in short supply in the second half of FY98. We're trying to plan as far in advance as possible to meet all requirements but you need to contact us at least six months in advance of your PRD. Pay particular attention to the adjacent hard fill list. I want to know your preferences but the hard fill list

A promotion board selects an established percentage of officers. These selections are made regardless of designator. This means if you are in the ordnance designator, you will compete against admin officers, deck officers, engineers, nuclear power officers, avionics officers, and all other limited duty officer designators. The board will have representation from a number of these areas and therefore understands what is expected of your designator.

We will advise you as to what we think you need to do to stay competitive. This advice is based on your professional needs, personal needs, and the needs of the Navy. Our advice is also based upon recent selection board trends and what other personnel are doing in your promotion group. You must remember that we can only advise you—as in most cases, your future is in your own hands.

Best regards and keep in touch. r

CDR Paul Williamson, PERS-414 Head, Surface LDO/CWO Assignment p414@bupers.navy.mil

will continue to be my top priority. Remember, all assignments are as rewarding as **YOU** make them!

Assignment Opportunities.

Command	<u>Rank</u>	<u>Billet</u>	Fill date
NAVSCIATTS	LT	XO	ASAP
NSWU-1	LT	OPS	ASAP
NSWU-1	LT	OPS/PLNS	ASAP
NSWC DET YUMA	LT	INSTRUCTOR	ASAP
SDVT-1	LT	OIC	ASAP
SDVT-1	LT	OIC	ASAP
NSWU-4	LT	OPS	ASAP
NAVSEA	LT	SEAL Programs	ASAP
JICPAC	LT	SPECWAR	ASAP
SBU-22	LT	OPS	ASAP
SBU-20	LT	OPS	ASAP
SOCPAC	LCDR	MAROPS	ASAP
SOC-K	LCDR	MAROPS	ASAP
SOCCENT	LCDR	MAROPS	ASAP
STKWARCEN Fallon	LCDR	INSTRUCTOR	ASAP
CNAVDOCOM	LCDR	SPECWAR	ASAP
OPTEVFOUR	LCDR	SPECWAR	ASAP
US MILGRU EL SAL	LCDR	SPECWAR	ASAP (DLI)
US MAG PERU	LCDR	SPECWAR	ASAP (DLI)
JSOFI FT BRAGG	LCDR	SEAL	9803
NAVSPECWARCEN	CDR	DIR OF TRNG	9803
NAVSPECWARCEN	CWO2	SDV TNG	9801
NSWC DET DC	LCDR	SDV PRGMS	9801
SOCSOUTH	CDR	DCOS OPS	9803 (DLI)
SOCEUR	LCDR	MAROPS	9803

Stay in touch! Margarethe and I can be reached at DSN 224-8327/8, commercial (703) 614-8327/8; fax 703-614-8786 (Attn: PERS-415). Make a point to stop in if and when you are in the area. Remember you have the primary responsibility for ensuring your record, in it's entirety, is kept up to date, ie. Photo, qualifications, FITREPS, etc r

CDR Tucker Campion, PERS-415 Head, Special Warfare Assignment and Placement p415@bupers.navy.mil

○ Surface Placement {PERS-413}



I'd like to talk about something other than Placement mechanics, i.e. LORTARPS, BSTs, etc. Instead, I would like to give you some thoughts on overseas assignment. At some point, all Surface Warfare Officers will have to consider an overseas tour. Right now, however, I'd like to focus exclusively on Japan.

My intent is to give you facts. Not in the form of a "Top Five" list but the facts as recently presented to us by one of the major staffs located there, COMPHIBGRU ONE. Keep in mind this is not an Amphib brief but a Quality of Life (QOL) brief. Japan is host to not only an Amphibious Readiness Group (ARG), complete with LSD/LPD/LHA type ships and Mine Countermeasure ships (MCMs) but is also home to a Carrier Group, a Destroyer Squadron (DESRON 15) and several cruisers, destroyers, and frigates. These forces benefit from:

- P Family Service Centers/Commissaries/Exchanges/Recreational Activities: All are "Top Notch." Recent improvements to these have been dramatic and large. Japan has been a growth arena for QOL projects.
- P **Very generous Cost-of-Living Allowances (COLA):** COLA provides for a very comfortable lifestyle. A large number of folks request follow-on tours or extensions for this reason alone.
- P **Education Programs:** AA/AS, BAS/BS and MA/MS are available through courses taught at University of Maryland, Central Texas College and Troy State University. These are available to both service and family members. Furthermore, the DODD School sys-

tems in Japan are among the finest anywhere. In Japan, there exists a schooling (and family!) environment free of many of the distractions stateside schools have to compete against.

P **High Optempo**: This can be a huge bonus if you translate this into the phrase "**travel opportunities**." Routine port visits include: South Korea, Hong Kong, Singapore, Thailand, Republic of Philippines, Bali, Indonesia and Australia. If your spouse or family are adventuresome, flights to any of these places are easy to come by and are much cheaper than flying from stateside.

Here is another thought about OPTEMPO. Although it is high, it does not normally include 6 month deployments. More likely, you will be involved in a couple of months involving challenging multi-national exercises followed by generous port visits.

To conclude, at some point in your career you will be sent overseas. Japan provides a fabulous cultural opportunity, coupled with strong support services in a region of the world which is highly accessible. This combination makes an arguable case for Japan as that location possessing the best QOL environment we have in the Navy. For further insight into this exciting area of the world, try these Web pages:

http://www.cfas.navy.mil for Fleet Activities Sasebo http://www.cfay.navy.mil for Fleet Activities Yokosuka

http://www.ctf76.navy.mil for Commander, Amphibious Force Seventh Fleet/COMPHIBGRU ONE. r

CDR Rich Landolt Head, Surface Ship Placement e-mail p413@bupers.navy.mil

Page 10 Perspective

O Special Operations {PERS-416}



Board results. Congratulations to those 1140 officers recently selected for promotion to LCDR and CDR. Your first look for LCDR XO will be in April 98 and for CDR CMD in Jan 98. Be sure your records are current.

LDO/CWO. Numerous training billets remain vacant and/or will be opening up during FY98. If you are due to roll from your second commissioned tour, you can plan on doing a training tour at either EOD school (Indian Head or Eglin) or at one of the training units.

Billet assignments. The triad of detailing has always been (1) needs of the Navy, (2) needs of the individual, and (3) desires of the individual. Every attempt is made to satisfy all three with every assignment. The following list of billets are ones that are either gapped or have no relief identified. Multi-person "daisy chains" are normally required to satisfy these and other billet fill requirements. Resignations or retirements submitted inside the required windows usually interrupt these "daisy chains" and will not automatically be approved.

In particular, officers filling key billets i.e. CO/XO/OIC billets are expected to complete these tours to PRD. Early liaison (9-12 months out from PRD) with me letting me know your personal desires is preferred. Duty preference cards are desired.

Assignment Opportunities.

Command	<u>Rank</u>	<u>Desig</u>	<u>Billet</u>	Fill Date
EODGRU 1	LT	6480	Staff RED/GEN	ASAP
EODGRU 1	LCDR	6480	Staff RED/GEN	ASAP
EODTEU 2	CW04	7480	INST TECH	ASAP
NAVSCOLEOD	LT	6480	ED FACILITIES	ASAP
MWTC	LT	1140	Instructor	ASAP
NAVSCOLEOD IND	LT	6480	EOD Div Off	ASAP
EODTEU TWO	LT	6480	FAC MGR/EOD	9712
DET SIGONELLA	LT	1140	OIC	9710
NSWCD	LCDR	1140	PGM MG WEP	9712
NOC IND HD	LCDR	1140	INV CLT/RSS&I	9712
NOC D AMCCOM	LCDR	1140	Staff Liaison	9801
NAVSEA OOC	LCDR	1140	OOC 32	9801
COMFIFTHFLT	LT	1140	STF MIW OFF	9801
NSCOLEOD EGLIN	LCDR	1140	EOD/ASST OIC	9802
CNAVSURFGRU MIDPAC	CLT	1140	SHP SLVG OPS	9803
PEP Belgium	LT	1140	MIW Instructor	9804
NSCOLEOD IND HD	LT	6480	EOD/DEPT HD	9805
NSCOLEOD EGLIN	CDR	1140	OIC SHR ACT	9806
PEP Australia	LT	1140	EOD Course Off	9806

Stay in Touch and Keep Charging! I can be reached at DSN 224-8327/8; commercial (703) 614-8327/8; fax (703) 614-8786 (Attn: PERS-416). r

CDR Gary R. Windhorst, PERS-416 Head, Special Operations Assignments and Placement e-mail p416@bupers.navy.mil

Submarine Picture



{PERS-42}: DSN 225-0687; commercial toll free 1-800-526-3583; fax (703) 614-8609

O Captain's Corner

As the new PERS-42, I think it's important to continue the CO/XO screening discussion started by Mike Feeley in his last issue. He previously mentioned that specific elements can make you more competitive during promotion and CO/XO Screening Boards. In summary, those elements were: breaking out above your peers in ranking, completing a graduate degree, finishing Joint Professional Military Education (JPME) and a joint tour of duty, strong performance in challenging jobs, and frequent review of your microfiche and Performance Summary Record (PSR). I now want to give you some background on the screening process and community

policy that directs the way we do business.

Of note, BUPERS conducts two major types of boards, *statutory* and *administrative*. Promotion boards are *statutory*—they are executed in accordance with the law. Our CO/XO Screening Board

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is *administrative*, governed by Navy policy. Although not a statutory board, screening boards <u>are conducted following similar rules</u>. The fundamental execution of our boards must follow specific guidelines.

For instance, only information in the member's official service record is admissible before the board. You can, however, write to the President of the board to re-

quest consideration of additional information, but that request must come from you, not simply from your command.

While submarine community policy establishes the percentages of YG quotas to be selected at each look (1st 20%, 2nd 30%, 3rd 50% currently) for XO and CO, the number of boards and the timing in the career path is established by BUPERS policy. For instance when the FY99 CO/XO Screening Board convenes on 11 May 1998, year group 85 will get their first look for CO. The board will select 20% of the total CO quotas that year group 85 is expected to fill and so on. The "three look" policy was the result of the 1995 Command Study Board, a comprehensive review of command billets and screening. As part of the final report, the CNO accepted common CDR command screening schedules and first look timing. Such action contributes to equality for CDR promotion opportunity among URL communities.

Although the 1995 Command Study Board did not address XO screening, we employ a similar "three look" structure, commencing at nine years commissioned service. A three look process is beneficial for the following reasons: it accounts for a variety of individual career paths that may delay some officers reaching career milestones; it allows for comprehensive, multiple reviews of an officer's record by many senior submariners from all submarine locales; it provides for breakout of some officers by means of first look screening, and it accounts for "late bloomers."

Sea billet demand is the cornerstone of our screening process. In other words, year group quotas are based on force structure the number of XO and CO "slots" that need to be filled when a year group reaches these career points.

Additional quotas are selected for Submarine Support (XOSS/COSS). These fully qualified and screened officers may be assigned as XO and CO if billets become available (unplanned losses) during the fiscal year after XOSS or COSS screening. Alternatively, an XOSS or COSS will be detailed to other nuclear billets requiring experienced and qualified senior officers. Submarine support officer quotas are based on the expected number of officers to be assigned as XO and CO, in addition to meeting the other nuclear billet demand. This limitation is required since submarine support officers remain eligible for Nuclear Officer Incentive Pay, a program directly tied to nuclear billet need.

As always, screening success is based on <u>sustained</u> <u>superior performance</u>, particularly at sea. Board membership rules ensure equity through representation of all submarine homeports and 1120 concentration areas. Additionally, limited participation periodicity prevents an officer from back-to-back board membership. It is your record that counts. Keep track of it. If you have questions on service record mechanics or how to fix record errors, consult the January/February Career issue of *Perspective* or call your detailer.

I will continue the CO/XO screening dialogue both here in *Perspective* and as part of my detailer's' briefs. Ask the questions and learn about the process. We are here to help you sharpen your competitive edge for screening. r

CAPT Jerry Talbot Director, Submarine Distribution Division, PERS-42 e-mail p42@bupers.navy.mil

O Detailer Notes

Major Command Board

The FY 99 Major Command Board will meet 2-6 March 1998, to screen 1120 CAPTs/CAPT Selects in promotion year groups '96 through '98. Officers in promotion year group '96 will be receiving their final review for submarine major command and major acquisition assignment. All eligible officers should ensure their records are up to date. The end date for the last regular fitness reports for CDRs (CAPT selects) was 31 August 1997.

Upcoming PXO class dates

<u>Convene</u>	<u>Graduate</u>
5 JAN 98	14 FEB 98
2 MAR 98	10 APR 98
27 APR 98	5 JUN 98
29 JUN 98	7 AUG 98
24 AUG 98	2 OCT 98
26 OCT 98	4 DEC 98

Call CDR Butch Howard to discuss PXO assignments at DSN 225-0688, commercial (703) 695-0688.

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DESRON Manning

There is a unique career opportunity opening for a small number of highly qualified submarine junior officers to gain invaluable experience in Battle Group operations. We no longer have enough junior officers to man all DESRONs continuously, but there is still a vital requirement to provide 1120 junior officers for deployed periods. To meet this need, we are now offering officers the chance to be assigned to deploying DESRONS for 10-12 months at the completion of their JO shore tour, prior to attending SOAC. This period will include the pre-deployment work up exercises, followed by a six month Battle Group deployment. The exact duration will vary slightly to ensure coverage is provided for all of the work up exercises. This will be an actual PCS to the DESRON staff, so families would be able to either remain in current locations or transfer to the new location.

This is a terrific chance to do something a little different and see the operations of another part of the Navy prior to your department head tour. The opportunity will only be open to officers who are early enough in their year group to ensure no one is disadvantaged by starting their department head tour late, so contact the department head detailer, LCDR Kirk(DSN 225-4048; e-mail p421b@bupers.navy.mil) to ensure you are eligible. You should contact him at least 12 months prior to your current PRD since these assignments are already filling rapidly.

DH Split Tour Opportunities

Department head split tour opportunities are more limited than in previous years, but still offer an excellent means to broaden an officer's background and experience. Opportunities include external split tours to either Submarine Liaison Officer (SLO) on a Carrier Group/Cruiser-Destroyer Group staff and Radiological Controls Officer (RCO) at a submarine repair facility.

You should have completed 18-24 months of your department head tour to be considered for a split tour. Listed below are several split tour billets which are available over the next 12-15 months:

<u>Billet</u>	Activity	Location	Avail Date
SLO	CARGRU Five	Yokosuka	9810
SLO	West Hemisphere BG	Mayport, FL	9811
SLO	CRUDESGRU Five	San Diego	9811
SLO	CARGRU Four	Norfolk	9811
SLO	CARGRU Six	Mayport, FL	9902
SLO	CRUDESGRU Two	Norfolk	9902

All of these billets involve a 1-2 month training track en route, so contact LCDR David Kirk at least 12 months prior to your desired split tour rotation date.

SOAC Dates and Department Head Detailing

The following SOAC dates are provided for planning purposes:

<u>CLASS</u>	<u>CONVENE</u>	<u>GRADUATE</u>
FY 98		
98010	03 NOV 97	17 APR 98
98020	05 JAN 98	05 JUN 98
98030	23 FEB 98	24 JUL 98
98040	20 APR 98	18 SEP 98
98050	08 JUN 98	06 NOV 98
98060	20 JUL 98	18 DEC 98
98070	08 SEP 98	19 FEB 99
FY 99		
99010	07 DEC 98	21 MAY 99
99020	04 JAN 99	04 JUN 99
99030	08 FEB 99	07 JUL 99
99040	05 APR 99	03 SEP 99
99050	24 MAY 99	22 OCT 99
99060	12 JUL 99	10 DEC 99
99070	07 SEP 99	18 FEB 00

Junior Officer Split Tour Opportunities

A new career path is being developed for Junior Officers which would allow them a split tour opportunity from their first sea tour to serve as a shift engineer at Prototype. The goal of this program is to identify hard charging Junior Officers early in their sea tour and provide them the opportunity to transfer at the 24 - 28 month point to serve as shift engineer. Identifying Prototype volunteers this early in their career will allow PERS-42 to guarantee these individuals a follow on shore tour (18-24 months in duration) after Prototype. The exact length of the Prototype tour and follow-on shore tour will be determined on a case by case basis and will depend upon how early the individual transfers from his sea tour, follow on shore duty desires, and relative career progression compared to his peers.

This career path is an excellent opportunity for everyone concerned. It allows hard charging Junior Officers to serve in a billet comparable to a Department Head while at Prototype and also rewards him with a shore duty assignment following that tour. While specific follow on shore tour billets can not be "guaranteed", if follow on shore duty desires are given to the JO Shore Duty Detailer when the Prototype tour is started, it is anticipated that either the geographic location or job type will be attainable. Additionally, if enough volunteers come forward for Prototype duty the need to "non-vol" JOs from the shore duty slate will disappear and a greater variety of other shore duty assignments will be available on the slate.

There will only be 18-20 split tour opportunities available per year, and they will be detailed on a first come first serve basis to qualified individuals. A strong technical background is highly desirable, but strong operational performance and CO recommendation will be the primary requirements. Interested individuals should work with their commands to take the PNEO exam as close to (and if possible prior to) their 24 month point in order to provide the most flexibility for Prototype and follow on assignments. For more information on this great new opportunity, contact LT Michael Brunner at 703-695-4039, or DSN 225-4039.

PNEO EXAM

Upcoming exam dates:

17 NOV 97 18 NOV 97 1 DEC 97 2 DEC 97 5 JAN 98 6 JAN 98 9 FEB 98 10 FEB 98

How do I sign up for the exam?

There are a number of ways to sign up. You (or your XO) can call LT Brunner at DSN 225-4039 or (703) 695-4039. You can e-mail LT Brunner at:

p421c@bupers.navy.mil. Or, you can simply send in your duty history with the requested exam date. A follow up phone call or e-mail is still a good idea to verify that a seat is available on your requested date.

When can I sign up? Any time. Of course, the earlier you sign up, the better your chances are of reserving a seat. The best time to sign up is probably when you start PNEO school. It is no problem to change to another date any time

prior to the exam, provided these is a seat in the exam you want to switch to.

What needs to be included in my duty history? TYCOM Nuclear Propulsion Note 1412-2 CH-1 contains specific instructions and information. Some of the frequent errors include: Missing months. Every month from SOBC through the month of the exam you wish to take must be included. If you had no division then list your duties (EOOW training, PNEO school, etc.). Duty history incomplete. If you send in your duty history very early, you must project your duties into the future to account for every month.

Missing Waiver request. If you do not meet the requirements to take the exam (such as two years on board, one year as an engineering department division officer), your CO must specifically request a waiver and justify it in the cover letter.

When will I see my orders?

TEMADD orders are typically transmitted by BUPERS ten days prior to the exam (usually a Friday since exams are normally on a Monday). If your duty history reaches Naval Reactors late, delays may occur. To ensure your orders are released promptly, you should verify that your duty history has been received at BUPERS 30 days

prior to the exam date. A fax copy is perfectly acceptable (Fax (703) 614-8609 attn: LT Brunner).

Can I take the exam if I have submitted my resignation? No. Once BUPERS has received your resignation you will not be allowed to take the exam.

Submarine LDO/CWO Picture

Greetings from the Submarine LDO/CWO assignment desk. With the Navy rightsizing and the Submarine LDO/CWO community following suit, the detailing shop has combined the duties of PERS-422A and PERS-422B. With 905 officers providing superior support service to the Submarine and Aviation community, LCDR Larry Hill has relieved LCDR Lou Jorfi of detailing the submarine Deck, Weapons, Communicators, Elec. Tech, and Diving Officers. Lou says his goodbyes and thanks for the continued support and camaraderie that he has had with the community in the last two years as the assignment officer. LCDR Larry Hill's new Email address is p422a@bupers.navy.mil. The phone number remains the same at DSN 225-6119 or commercial (703) 695-6119. Larry will also be doing subpay issues for LDO/ CWOs. Call or e-mail us and keep in touch with the community. r

Education from pg 3

Many different areas of study are available. Your detailer has a list of the curricula open to your community. By calling the admissions office at the number above, NPS will provide you (or your wardroom) with a current catalog upon request.

Tour lengths vary between curricula. Non-technical curricula average between 15 and 24 months. Engineering curricula normally require 24 to 27 months. NPS can of-

fer master's degrees in as little as a year, if you stay within your undergraduate major.

Remember ... not all fully funded master's degrees are available through NPS. Degrees in Education and Training Management, Chemistry, and Naval Construction are just some of the curricula offered by various civilian universities.

Call your detailer to find out those graduate education quotas currently available. r

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Aviation Picture





Fax: DSN 225-1715, commercial (703) 695-1751

O Captain's Corner

SUBLIMINAL SEA DUTY MACHINE INSTALLED. PERS-43 has been experimenting with a new device which subliminally suggests accepting hardfill and sea duty jobs during all phone conversations.

Early returns have shown the device is highly effective on helo pilots, while the VP community has been largely unaffected by the persuasive messages.

There are some great overseas and sea duty billets available. Phone us for details—we look forward to your call.

Congratulations to all of our new CDRs and Command selectees. For those of you looking forward, the board schedule for next year will soon be published. Our move to Memphis will push some of the dates to the right—I anticipate the Aviation Command Screen Board to convene 21 September, the Major Command Screen Board to start 26 October, and the Department Head Screen Board to commence 30 November 1998. When these slots are approved, *Perspective* will provide you with the details.

O Aviation CDR Detailer {PERS-431}





Congratulations to the new CDRs and welcome to the world of CDR assignments! Unless you need a set of orders within the next year, there is no need to contact us; however, if you desire to "check in" please feel free to do so. It's always good to talk to, or receive mail from, our constituents out in the fleet.

Congratulations also to those who successfully navigated their way through the command screen process. As always, the competition was keen. Speaking of ensuring your record is up to speed, our pre-board record review revealed that about 20% of all CDR records were not up to date. Once again, a friendly reminder—it is the individual's responsibility to ensure his or her record is complete and accurate! Another interesting little morsel of knowledge—

Our bimonthly call for Captain pictures and biographies will be slightly different this month.

These two items are essential in the nomination packages we must "build" to help you find your next assignment. If you have your bio on file, please attach it to email and send it to my assistant at p43a@bupers.navy.mil.

Pictures still should be mailed to: Bureau of Naval Personnel (PERS-43) FB#2 Navy Annex, Washington, DC 20370-0300

As always, feel free to stop by if you're in town. We'll give you the unvarnished truth. We are anxious to know what you want to do, and we'll do our best to match your preference with what's available. Please stay in touch. r

CAPT Bob Besal Director, Aviation Officer Distribution, PERS-43 e-mail p43@bupers.navy.mil

if you faxed or mailed something in for the board, it was destroyed after the board. If it was a FITREP that was missing, you need to send a copy to the fitness report branch (PERS-322). Your admin can help you with the details.

JPME continues to be an important part of an officer's career progression. We anticipate filling 44 total war college quotas for FY98 in PERS-431. If you are interested, please make your interest known to someone who can take action on this issue—like PERS-431 for example. Of those 44 quotas, 14 of them are here in Washington.

If you're in the area, stop by and see us. Remember, that 500 hundred foot bubble is a limit, not a goal and you *have* to come down to land. r

CDR Miller, PERS-431 Head, CDR Assignments e-mail p431@bupers.navy.mil three months into my allotted six months to get my act together here. I hope from your perspective I am at least 50% of the way there and that I still have some friends out there. Brad is still here, so I continue to check with him concerning previous deals and will do my utmost to honor the valid ones. We made a trip out to Tinker in early September to see the TACAMO side of VQ and to Oklahoma. I had a great trip which really helped me to associate faces with names and learn about the TACAMO way of doing business. To my surprise Oklahoma was not the dust bowl I had envisioned. (Don't worry your secret is safe with me).

By the time you read this I will have been

Congratulations to the new Command and Department Head selects and thanks for your patience while I was tied up preparing for and during the boards. I participated as a projectionist and was able to pick up alot of gouge that will help me to help you prepare for future boards. Some of the common things include: (1) The importance of reviewing your records for completeness and accuracy, especially FITREPs, photo, and major quals and awards; (2) Seek those tours that are competitive in nature and breakout in the EP category; (3) Disassociated sea tours are not only part of your career path but are looked upon extremely favorably by the boards. As many of you know, this was our first year for the Department Head Screen board. We needed to do it this year due to the large number of LCDRs for the limited DH spots we have. It was a good thing as it was better to have a board look at your records objectively than trusting your fate to the new guy detailer. Those of you not so fortunate on the boards please give me a call so we can review your records.

Now for some of the latest job prospects. If you haven't seen it, the latest TPS Selection Board message has hit the streets and they were looking for an ES-3A pilot, ES-3A NFO, and an EP-3 NFO. The packages were due NLT 23 OCT 97. If this is the first time you thought about it, you're probably late. Make sure your packages are on time and complete, and please also give me a heads up if you are applying. With a little heads up I can ensure your package makes it to the board in one piece.

For those of you coming up for disassociated sea tours, don't wait to the last minute to contact me, as the choice, career-enhancing jobs go quickly. If we are late working you then I'm usually limited in what we can find. If you're up for sea duty, accept the fact. That way we can work together to make it a rewarding experience.

Currently, I have some VPU jobs opening up along with JC2WC, DC, Key West, Pensacola, USACOM, Hawaii, and various joint billets. For the pilots, despite the doom and gloom that faced us earlier in my tenure, I think we are doing well with the shore flying jobs. Another point primarily for the pilots, ensure you read the fine print when you accept TRACOM orders as they all come with a 'show me the money 'guarantee. In other words when you execute the orders you will agree to serve at least two years and 90 days on active duty at your new squadron.

You've told us about the jobs, now tell us how to get them! First and foremost contact me about a year prior to your PRD with your preferences. E-mail works great and is how I prefer to do business early on. Before you do that, talk to some people to get ideas for jobs you might want. Believe it or not the LCDRs, XO, and CO may actually have some great ideas that you may have overlooked. Next, let the XO know what your preferences are. They are very effective at pushing people back on to my screen when I find other things to occupy my time. Finally, at about the nine to six month point we should be talking or e-mailing on a regular basis to nail down a job that balances your personal desires, your career needs and not to forget the dreaded phrase 'the needs of the Navy'.

I look forward to traveling out to the rest of the squadrons to meet all of you face-to-face. I will give your commands a heads up when I will be on the road so you don't waste your time on the infamous detailer hold line trying to reach me. Have a great time out there, and believe it or not shore tours are overrated.

LCDR Dan Doster, PERS-432U e-mail p432U@bupers.navy.mil

Page 16 Perspective

VAW/VRC

Be Prepared! The CDR and LCDR promotion lists have just hit the message boards and already the FY99 promotion

boards are only several months away. The CDR selection board is scheduled for March followed by the LCDR board in May. If you are in zone for either CDR or LCDR this year, we will be sending you a copy of your PSR, a microfiche order form and addresses for record corrections. I recommend that you order a copy of your fiche and meticulously scrub your record. Pay particular attention to missing fitness reports, unaccounted gaps between reports and ensure that you have a picture in your current pay grade. You are the only person who can legally order your microfiche. You must send a signed request to the Bureau. For information on how, contact PERS-313D at DSN 224-3654 or see page 40. These boards are very competitive and you are ultimately responsible for your own record.

The promotion zones for FY99 are presently a best guess. The Bureau should publish the SECNAV approved zones for the upcoming FY99 promotion boards in December. Unlike your year group, promotion zones flex from year to year. Once you ascertain when you are in zone for CDR, you should work backwards and attempt to be in your Department Head tour with sufficient time prior to your in zone look. Department Head tours are usually 24 to 30 months. For those mid-grade to junior LTs, a rough planning tool is to be in your Department Head tour at your year group plus eleven to twelve years. This will probably not give most pre-Department Heads very much time on the beach following their second sea tour, and for some, may preclude a shore tour altogether. This may be a good opportunity to complete your JPME 1 by attending Air Force or Army War College or get a masters at the Naval Postgraduate School prior heading to your Department Head tour.

Turnover complete! LT Randy Blackmon assumed the duties as detailer in October. He reported to the Bureau in October from the VAW-123 Screwtops. Randy did a split tour at VAW-122 and VAW-124 followed by a tour as an FRS instructor at VAW-120.

It has been a distinct honor serving the Hawkeye/Greyhound Community. I have thoroughly enjoyed meeting and working with all of you. I am off to the VAW-117 Wallbangers and yet another West Pac. See you in the Fleet! r

LCDR Chris Plummer, PERS-432E e-mail p432e@bupers.navy.mil



Changes to our squadron composition has predictably altered how we at the Bureau will man each command.

Currently, "super squadrons" are manned with 17 aircrew prior to deployment, VF-211 and VF-102 being the latest. In order to meet our new requirement we plan to drawdown through attrition (read, as individuals leave the command at their PRD, not an early roll) to 14 aircrew per command. Our "target" squadron composition will be the CO/XO, six Department Heads and the rest JOs. We have consciously left the Department Head level at six to accommodate/enhance the promotion opportunities of the large number of individuals up for LCDR/DH in Screen Groups 87/88/89. Additionally, we now see an end to the requirement for CAT I RIOs to extend at sea, we foresee this becoming the exception, vice the rule.

While on the subject of aircrew manning, let me address another issue--career opportunity. Lately, much has been said about retention and future career opportunities. While it is true that some face challenging odds (SG 86/87/ 88/89) it must be remembered that they were accessed into the Navy back in the years when the service was still planning on a 600-ship fleet. With all the changes which have occurred since then, and the subsequent reduction in force, there will be a reduced opportunity for some. However, the point that I am attempting to make is that for the junior members of the community (SG90 and later) the manning level and force structure will reach equilibrium. While this is not to say that everyone will be selected as CO, it does mean that as long as these junior personnel have a competitive record, they will have a good opportunity to continue in the community. There is a large difference between these groups and it is important to understand the reasons why, and what group you fall in. If you have any questions concerning this important subject or would like some "professional advice" as to career opportunity I encourage you to please call at any time. r

LCDR Russ Ariza, PERS 432G e-mail p432g@bupers.navy.mil



ACSB and DH Screening Opportunity. The Aviation Command

Screen Board and Department Head Screen Board which recently concluded are the processes by which officers are screened against their peers for specific fleet billets. Officers are placed into "screen groups" based upon lineal number and compete within their assigned screen group for selection. Typically, a screen group includes all officers considered for promotion in the same year. "Opportunity" is the term used to describe the percentage of officers in that screen group that will be selected to meet the needs of the fleet. Opportunity is based upon the number of commands, tour length of the specific billet, and an attrition factor. Placement officers strive to keep opportunity equal among screen groups so that the same percentage of officers are selected from each screen group, regardless of its size.

For example, consider the imaginary "VZ" community. If there are 10 commands where commanding officers serve 12 month tour lengths, there is a requirement for 10 COs per year. Adding in a factor to account for those officers selected that cannot leave their current tour in the next year or other attrition, the screen board may select 12 officers to meet fleet needs. Now assume that the 3 screen groups have 30, 16, and 26 officers respectively, which is an average population of 24 officers. You can conclude that command opportunity for the VZ community is 50% (12 command slots per 24 officers). With a command opportunity of 50%, half of the officers in each screen group, regardless of its size, will receive operational command by the time the third command screen look for that screen group concludes.

Now consider that there are other communities with significantly lower opportunities but whose officers can reasonably transition platforms for a command or department head tour. In order to ensure the strongest officers throughout Naval Aviation are chosen to lead, transitions are included in the screen boards. Communities with traditionally higher command and department head opportunities (like VFA) will screen a few less officers within the community allowing other communities with lower opportunities (like VAM and VF) to screen additional officers for transition. In this way, opportunity is balanced throughout aviation to the maximum extent possible.

Finally, if the average population of a screen group is fairly close to the opportunity requirement, a screen board is not required. Based upon our manning projections, the VFA department head screen board may not be required after next year.

This is a tedious article to follow but remember the quick facts as you approach screen boards in your career:

- â You are assigned a screen group based upon your promotion zone
- â You compete only with the officers in your screen group
- â The number of officers selected in each screen group is based upon your community's opportunity adjusted for transitions.
- â Opportunity remains consistent across screen groups.

As always, I look forward to discussing your career and your specific screen groups and opportunities. r

LCDR Mike White, PERS-432F e-mail p432f@bupers.navy.mil

Education Corner

If you are interested

in starting your graduate education in early January 98, please contact me. At the present time I have slots available in the following areas: Undersea Warfare, Aero Avionics Engineering and Combat Systems. Please keep in mind that NPS slots are down from last fiscal year and are very competitive. Many people have called and requested curricula such as Computer Science and Engineering. These are not available to aviators but a master's degree is obtainable by taking an alternate curriculum. For example Undersea Warfare offers a MS in Applied Physics, Applied Science or Electrical Engineering, while Combat System offers a MS in Physics, Computer Science or many of the engineering disciplines. You owe it to yourself to take a look at these. Contact me for further amplification.

Note: If you are interested in graduate education please contact your platform detailer first.

As you know we are moving to the Volunteer State during the middle of next summer, so at the present time I am slating for NPS slots available in September of 1998. I have slots in Information Warfare, Aero and Avionic Engineering, Command Control & Communications, Space Systems Operations, Undersea Warfare, Combat Systems Science, Operational Oceanography, and MOVES. If you desire the three month refresher, plan on rolling in late-June of 1998. For the 6 week Math refresher you would roll in early-August. Plan on receiving orders in late-97 or early-98.

On the war college side of the house I am taking names for the March 1998 Naval War College so contact your platform detailer if you are interested. The Brazilian Naval War College (9804 DLI) spot is still available. Drop me a line if you want this one, I can cut you orders ASAP. Keep calls and e-mails coming. r

LT Stephen Barnett, PERS-432J e-mail p432j@bupers.navy.mil

Page 18 Perspective

HELO (Shore)

As fall passes and winter approaches, it is time for all good naval officers to begin looking

at their records as board season will be upon us again shortly. Now is the time to begin preparing your record. For those of you scheduled to be up for CDR (YG83 and 84) and LCDR (YG88 and 89), (specific lineal numbers will be promulgated in a NAVADMIN), you need to take a close look at your record, both the PSR and microfiche. The January-February 1997 edition of *Perspective* provides an excellent overview of how to prepare/update your record for the board. I am available to assist in any way I can, but bottom line is that it is your responsibility to get your record up to speed.

For post-Department Heads, I'm still recommending a tour on a Joint or major Navy Staff. Another suggestion, everyone needs to conduct a honest assessment of where they are and where they think they will be five years from now. Then together we can look at options that will help you reach those goals.

For pre-Department Heads, a few of you will be able to do a full shore tour before being slated to a department head slot. If you are in this boat, you should have the full range of shore duty options, including FRS, TRACOM, and station SAR flying billets, a staff tour (BUPERS, OPNAV, Wing, etc), or PG school. Some of you will roll right off your disassociated sea tour into your department head slot with no time for

We'd like to take this opportunity to say farewell and thank you to LCDR Dave Smith as he departs for VP-9. Super job and best to you and your family in your Department Head

For those interested in the ACSB and Department Head board statistics, we will have them in the next issue. As always everyone needs to spend some time to update their record, review where they are in their career, and what they need to do to reach their goals. If you have any specific concerns, call to discuss them or e-mail us. r

> LT George Vassilakis, PERS-432I (VP shore) e-mail p432i@bupers.navy.mil

LCDR Adam Smithyman, PERS-432P (VP sea) e-mail p432p@bupers.navy.mil shore duty. Finally, there is the group that will have a year or so in between tours. All options are driven by when you have to be to your department head tour, because we do not want to get you there late. So people in this group will have to work with your detailer to fill that time. Options include department head at the FRS, Wings, etc. or possibly War College.

Finally for first tour pilots, I still need you to look at FRS, Training Command, or station SAR slots if you want to stay flying. We usually need people to go to accession programs (recruiting, ROTC) at various locations around the country. Recently I have had a lot of people call up and request C-12 slots especially at overseas locations. For your information, there are only a few billets at these locations with usually only 1 or 2 per year opening up. When coupled with the fact that these billets can be filled by any naval aviator, it leads me to believe that only a few helicopter pilots will be able to fill these slots in the coming months. Also, there are some non-flying billets located throughout the Navy. These slots are normally concentrated at Navy centers (Norfolk, San Diego, etc.) but there are a few at other locations.

As I have said before, communication is the key. The e-mails are flowing which is good. Keep those cards and letters coming. Looking forward to continuing the dialogue. Fly safe and keep your turns up. r

LCDR Mike Coughlin, PERS-432Q e-mail p432q@bupers.navy.mil

Since the last *Perspective* issue, a new VS detailer has taken the rails. For those of you that don't know me, I'm LT Paul

"Chester" Foster. My background includes a tour on the East Coast in VS-31 as well as two West Coast assignments, one as an FRS instructor and another as a Flag Aide. It is truly an honor to be your new detailer and I look forward to working with each and every one of you. I'd like to take the opportunity to thank my predecessor LCDR Evan "Growler" Piritz. Growler has truly distinguished himself in the last two years by his selfless and dedicated hard work. His efforts can be seen in the tremendous billets that most of you are placed in today. On behalf of the Viking community, thanks again Growler, and good luck to you in your department head tour.

We live in an information age, but my initial perceptions at the Bureau is that communication doesn't always go as smoothly as it should. There are many levels at which we could improve our communication techniques. As a LT or LCDR in a squadron or your current assignment, you should be talking to your

tour.

front office to express your career intentions and follow-on job assignments 12-14 months prior to your PRD. Discuss your performance and progression with the CO and obtain a realistic impression of where your performance ranks in relation to your peers. Talk about in what category your FITREPs currently preside and where you think you'll break out before your reassignment. You should have a very clear understanding where you stand and where you need to go before you leave that office. Then, go home and talk with your significant other and discuss homeport preferences, timing issues, and possible next assignments. In my opinion, family issues are the foundation upon which our individual happiness is built and affect our lives more than we're all willing to admit.

Armed with a practical impression of who you are, where you and your family would like to go, and where you stand in this Navy, give me a call or drop me an e-mail. Also, never pass up the opportunity to put a name with a face and come visit me if you're in the DC area. I can explain the detailing process in further detail and get your face-to-face request with no misunderstandings. My job for you upon the initial call or visit is to give you an honest impression of where I see you, what billets are available, and what jobs you'll play for. Most people that know me would call me a very straight shooter. I rarely fail to speak my mind, and I'll definitely give you a sincere appraisal of your particular situation. Remember, as the detailer I am your advocate in the Bureau, and I work on your behalf. It's very easy to place the

right person for the right job as long as it's available. Occasionally though, less than desirable billets become available and some tough decisions must be made by the constituents. I'll give every situation individual attention and we'll do our best to come to an acceptable conclusion. With good communication from you and from me, we can balance the needs of the Navy, the needs of the VS community, and your particular desires. Call or e-mail me 12-14 months prior to your PRD for best results. Also, be sure to check the web site for the latest gouge at http://www.navy.mil/homepages/ bupers/pers-4/pers-43/ homepage.htm

Take care and fly safe. r

LT Paul "Chester" Foster, PERS-432S e-mail p432s@bupers.navy.mil

VAQ/VAM

EA-6B/A-6E. My Sep/Oct *Perspective* article highlighted the recent successes in the FY98 Aviation Major

Command Screen Board. This issue's article can similarly boast of impressive CDR and LCDR promotion results. Statistical results are on my detailer homepage. The overall results were arguably the best in all of naval aviation.

The Aviation Command Screen Board (ACSB) results are also on the detailer homepage. VAQ officers can continue to expect a 67% opportunity to screen for an operational squadron and over 75% opportunity to screen overall (including ECWS). Once again, at the risk of sounding like a broken record, these command opportunity rates are some of the highest throughout all of naval aviation. The bottom line consistently indicates that VAM transition and VAQ junior officers continue to have a tremendous naval career to which to look forward.

The Aviation Department Head Screen Board (ADHSB) commences 18NOV97. Results will be out immediately after board is over and available on the Internet. VAQ officers can expect a 67% chance of screening for an operational squadron after the second look and an 80% chance of screening for either operational or special mission (e.g., ECWS) after the third look at command screen.

The Aviation Detailer Homepage is now up and fully operational (http:www.navy.mil/homepages/bupers/pers-4/pers-43/homepage.htm). It currently includes valuable information on CDR/LCDR promotion results, ACSB results, and ADHSB and promotion zone forecasts. I have already received several helpful inputs and requests for information to make the homepage more useful. Please try to access the homepage at least monthly to check for updates and feel free to give me as much feedback as you can. Fly safe. r

LCDR Brian Hinkley, PERS-432K e-mail p432k@bupers.navy.mil

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HELO (Sea)

For those of you who have Projected Rotation Dates between October and December of

1998, it's time for you to give me a call if you haven't already done so. There are air department billets available on Amphibs and CVs on both coasts as well as Desron/CVW/CarGru billets in Pearl Harbor, Norfolk and, Everett, WA. Remember, the longer you wait, the fewer options there will be when you call. Being proactive will go a long way to helping you achieve your career goals and your personal desires.

I pitched this in the last issue and based on record reviews we've done here for the Aviation Command Screen Board and the Department Head Screen Board, it is imperative that you ensure your **record is up to date**. Order your fiche and PSR to ensure your record contains what it should. If you find discrepancies and need assistance or have questions, call me. I'd be more than happy to assist you.

Let me say a few words for those of you who wish to play for a sea duty Flag LT/SEC job. The process is a nominative one with an outstanding record being a prerequisite. After candidates are nominated, an interview is normally scheduled as the final step in the selection process. **Understand you need to have a fall back plan in the event you are not selected**. Timing is critical and again, you can't wait too long to make a commitment to a "sure" set of orders. r

LCDR Rudy Lupton , PERS-432H e-mail p432h@bupers.navy.mil

Restricted Line, Staff Corps, TAR

○ Engineering Duty {PERS-445}



fax: DSN 223-1230; (703) 693-1230 WORLD WIDE WEB HOMEPAGE:

http://www.ncts.navy.mil/homepages/bupers/edo

Web Page - Updated Source of Information! Note that the office is running off only one Web page site ... and that site is maintained from the detailers' office in the Annex. The page is updated weekly with *NEWS ON THE RUN*. Take a good look for the information that affects you or the personnel who work for you. Questions, comments, or updated e-mail addresses should be forwarded to P445/P445B.

Lateral Transfer. Because of caps placed by the Surface community, we are limited in the numbers of personnel who are allowed to transfer to ED. This information needs to get to prospective applicants, so they are encouraged to continue applying to followon boards. Each of us has a part in the job of recruiting and we are still in the business of hiring top notch, warfare qualified officers. If there are any questions at all, please have applicants call CDR Steve Peterson, DSN 223-1232 or (703) 693-1232. Applications for the April 98 transfer board are due by 1 February ... don't delay.

FY98 PCS Funding. The budget for the PCS funding has been set and we (along with all the other communities) are well below the requirement to move ALL the personnel who have PRDs in FY98. This past year we extended 58 officers to meet this need, and we will be forced to do the same to meet the requirements of FY98. The order of precedence for moves is:

- 1) sea duty
- 2) joint billets
- 3) overseas
- 4) to/from training
- 5) operational billets (within CONUS).

Those who are willing to extend should talk to their command and call the detailer's office.

Acquisition Professional Community Membership.

The next APC Selection Board convenes in February 1998. We still have 30 CDRs and 120 LCDRs who have not applied to the AP Community. Having the right code for the critical CAPT and CDR billets is essential. All personnel who have not applied need to do so as soon as they attain Level II certification (for additional information, check the top of the web page for a copy of the APC program). In the August 97 board we had 41 EDs join the ranks of AP qualified.

EDO (nuclear). Since the last *Perspective* issue, the EDO(N) program has been approved. Up to 5 junior officers a year will be permitted to lateral transfer from surface nuclear (after their division officer tour) into the ED Community and retain their nuclear

AQD. These officers must apply via the normal lateral transfer process and if selected would attend graduate school and then qualify at a nuclear capable shipyard or supervisor's office. Serving in subsequent shore and sea nuclear billets these officers

would aspire to be a Reactor Officer on a CVN and then compete for ED command positions. All questions can be fielded at the Detailer's office. Copy of the instruction can be forwarded on request. r

O Aerospace Engineering & Maintenance Duty {PERS-446}

DSN 224-4869; commercial (703) 614-4869 fax: (703) 693-0163





AMDO Picture

ATTENTION ALL GREENSHIRTS! Please take time and review your records. Incomplete and inaccurate records send the wrong message to the selection board. The 1997 AMDO directory has the proper addresses and phone numbers to update your file.

Congratulations to all of the new CDR selects and major AIMD officer candidates (see http://greenshirt.nalda.navy.mil). For those interested in following in their footsteps here's the gouge: good mix of sea/shore squadron and AIMD jobs up to the LCDR rank, followed by an LCDR sea tour. Lastly and most importantly, your documented performance in each of those assignments will determine your future. Contact your nearest AIMD officer for specifics.

If you are a junior officer (LT and below) and interested in joining this highly competitive group of aviation maintenance professionals contact our Community Manager, CDR(sel) Michael Disano at his new office location:

NAVAIRSYSCOM AIR-8.0P2 1213 Jefferson Davis Hwy, CG4 Room 1414 Arlington, VA 22243-5120

(703) 604-6033 ext 2257; DSN 664-6033 ext 2257; e-mail disanomd.nimitz@navair.navy.mil

The detailer shop has changed hats. CDR John "JB" Boyce has departed for greener opportunities at the Joint Strike Fighter Program office after a brief stop at DSMC. CDR Fred E. "DERF" Cleveland has assumed the detailing responsibilities having completed a tour as USS KITTY HAWK AIMD officer.

Personal note: If you have enjoyed good detailing experiences since I took over, it is totally due to the advance planning and super thorough pass down I received from JB. Thanks JB!

AEDO Picture

Office Move. The offices of the Head AED/AMD detailer and the career managers have moved. We are now located in Crystal Gateway Four room 1414 across from the NAVAIRSYSCOM Washington liaison office. Please note our new address and phone numbers listed below. If you happen to be in town please stop by and say, "Hi." We promise designer coffee and friendly conversation.

Update Your Record. Promotion boards are just around the corner. If you have not taken the time to review your microfiche and PSR now would be a good time. Double check your microfiche for an up-to-date picture (it should reflect your current grade), FITREP continuity, and personal awards (make sure they are in the microfiche as well as on your PSR). An incomplete record sends an unwanted signal to the board. Check your AEDO directory for addresses and phone numbers for where to send updates. It's up to you to keep your record updated; don't let this chance slip by.

Interested in transferring into the AEDO

community? You have two chances a year during the Lateral Transfer/Redesignation board. The next board is scheduled for 13 April 1998, applications are due to PERS-251 75 days prior. MILPERSMAN article 1020150 outlines the application procedure. You may also call the AEDO career manager to have an information package sent to you.

Applicants come from aviation warfare designators with strong competitive records. Four years of operational experience is highly desired. Department Head experience, Technical degree and post graduate education are not required but significantly enhance any application. Test Pilot school is also desirable and approximately 40% of our community are test pilot school graduates. **Strong performance as a fleet Naval Officer is still the primary criteria for selection.** Technical postgraduate education and selection to test pilot school may occur after your selection as an AEDO. Target year groups are 84-91. r

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New AED/AMD Address and Phone Numbers:

AED/AMD Head Community Manager: CAPT A. J. Benn USN

NAVAIRSYSCOM AIR-8.0P

1213 Jefferson Davis Hwy, CG4 Rm 1414 Arlington, VA 22243-5120 (703) 604-6033 x2255 DSN 664-6033 x2255 bennaj.ntrprs@navair.navy.mil

AED Career Manager: LCDR Clay Snaza USN **NAVAIRSYSCOM AIR-8.0P1**

1213 Jefferson Davis Hwy, CG4 Rm 1414

Arlington, VA 22243-5120 (703) 604-6033 x2256

DSN 664-6033 x2256

snazacj.nimitz@navair.navy.mil

O METOC {PERS-449}

DSN 224-0520/1 commercial; (703) 614-0551/0520 fax: (703) 695-9925 E-mail: p449 (or p449b) @bupers.navy.mil

Fair Winds and Following Seas to CAPT Joe

Swaykos. After 15 months of trying my best to meet personal needs of our officers via BUPERS waivers, letters of intent, etc., the thought occurred to me that I had never been affected by a "short" tour or unexpected turn of events in my career. That is until about August of this year when I was informed that I would be reassigned to the Oceanographer of the Navy staff after only 15 months at the Bureau. Only 15 months—yes, that's my sentiment as I move on. One cannot imagine how interesting and rewarding the detailer job is--I have enjoyed every minute of it! I have been very fortunate to have had two excellent assistants in LCDRs Frailey and Stewart along with the tremendous support, cooperation, and understanding from the Fleet as we have strived to create a career plan for each officer that meets your personal and professional needs. I'd like to think that we have been successful. Rest assured that every phone call, every e-mail, every interview was handled with my sincerest concern for the best interests of you and your family. Best wishes for continued success to all--we'll see ya at the Naval Observatory!

Welcome CAPT(SEL) Rob Lawson. As CAPT Swaykos heads off to the smoother seas of OPNAV as

the Deputy Oceanographer of the Navy, we hail CAPT(SEL) Lawson as the new METOC Head Detailer and Community Manager. CAPT(SEL) Lawson comes to us from the Staff of the Oceanographer of the Navy where he was Director of the Plans, Requirements and Resources Division. Previous tours include: Commanding Officer of NTMOF Pensacola, Staff Oceanographer and Diving and Salvage Officer at COMSEVENTHFLT, Manpower and Training Officer at CNMOC, Ship's Oceanographer for USS Midway (CV-41) which included additional duty as Staff Oceanographer for CTF-70 and COMDESRON Fifteen, and Assistant Operations Officer at NPMOC-West Guam. Prior to an interservice transfer in 1982, CAPT (SEL) Lawson served the United States Army as a Diving and Salvage Officer in Panama City, FL and Fort Belvoir, VA.

Preparing for FY99 Boards Starts Now.

This past month we worked hard on the FY99 promotion plan. The zones for FY99 will be published soon on our homepage. Those of you before a board this year should ensure early on that your record is accurate. Our homepage under the administrative section lists how to order your microfiche, make corrections and updates; additionally, the Jan/Feb 1997 Perspective issue covers all of these topics in depth.

Welcome To Our New Ocean Option and Lateral Transfer Officers. We want to extend a warm welcome and congratulations to our community's newest members.

Name

LTJG David Blencoe LTJG Greg Emery LTJG Karen Flaherty LTJG Christy Goode LTJG Carla Jones LTJG Chris Linder LTJG Christina Mock LT John Perry LTJG Dean Wakeham **Reporting From**

USS Arkansas (CGN-41) USS Mitscher (DDG-57) USS Fletcher (DD-992) USS Hayler (DD-997) USS Rushmore (LSD-47) NAS Pensacola USS Ranier (AOE-7)

USS Birmingham (SSN-695) USS Chancelorsville (CG-62)

Community Data Available on Homepage. On our homepage you will now find the BUPERS version of the Roster and Career Planning Guide. We have included an alpha, lineal, and billet listing in an Excel spreadsheet format. These listings come directly from our computer base and are as accurate as the command diaries which update them. Keep in mind that the BUPERS database tracks day-by-day. For example, if you were at an intermediate stop enroute to your ultimate command, on the day the data run was made your command will read that intermediate stop, an accurate representation. Our current plan is to update the listings monthly.

Since we get many requests for phone numbers and e-mail addresses of community members we have also included an e-mail/phone listing. I will try to keep it as accurate as possible and rely on you to alert me of needed corrections. http://www.navy.mil/homepages/bupers/pers-4/pers-44/pers-449/1hm-pg.htm

PACOM Reorganization. As most know the PACOM reorganization is in the works. The BRAC funded closure and disestablishment of JTWC and NPMOC-W Guam, respectively, will result in the redistribution of billets in the claimancy. We are projecting manning increases at Yokosuka, San Diego, and Whidbey Island in FY99. Obviously we will be looking for quality officers to fill these new challenges. If you are interested in one of the three geographical areas please let us know and we will include you on the prospective list when the billets become available.

Detailing trips. A West Coast visit is planned for this month, followed by the annual WESTPAC trip in early 1998. We continue to encourage spouses to attend the community briefings and/or personal interviews. PCS moves affect the whole family; your spouse should know how we do the detailing and be afforded the opportunity to ask any questions he or she may have.

O Intelligence {PERS-4411}



DSN 224-3072/3; (703) 614-3072/3 fax: (703) 614-2198

Congratulations to the new LCDRs and CDRs selected for promotion in FY98! The third annual 1630 CDR Sea Screen Board was held 30 September and screened all CDRs and CDR-selects who have not had O-5 sea duty or were not previously selected. All officers whose records were screened should have been notified by now. If you believe your record was screened and have not yet been contacted, please call your detailer. Please note priority in sea duty assignments is given to the more senior CDRs who are closer to being in-zone for the CAPT selection board.

Separating from Active Duty? Continue your naval career with the Naval Reserve Intelligence Command. With over 100 drilling units in 27 states, there's probably one near where you plan to live. Contact the Reserve Intelligence Program Officer in your area or CDR Steve Workman, Intel TAR Detailer, at DSN 224-3072, commercial (703) 614-3072.

The Move to Memphis. The move is still scheduled for May through August 1998. If you are up for orders or have special needs talk to us early in the year as we will try to front load all business to avoid disruption with a move of this magnitude.

Homepage. Http://www.navy.mil/homepages/bupers/pers-4/pers-44/pers-449/1hm-pg.htm. Our homepage as well as the BUPERS' homepage continue to be great sources of information. E-mail (p449 or 449b @bupers.navy.mil) remains a very reliable means of communication.

Hot Fill Billets.

Command	Rank	<u>Billet</u>
CNMOC	CDR	Fleet Systems
CNMOC	CDR	Tactical Applications
CNMOC	LT	Survey OPS
FNMOC Monterey	CDR	Staff OPS and Plans
FNMOC Monterey	LCDR	CDO
FNMOC Monterey	LT	FADO
FNMOC Monterey	LT	Current OPS
FNMOC MSC Asheville	CDR	Modeling and Simulation
NEMOC Rota	LT	Ocean Svcs
NLMOC Norfolk	LCDR	LRF Support
NPMOC Pearl Harbor	LCDR	CDO
NPMOC West Guam	LT	TDO
HQ NAVSOUTH Naples	LT	
NIMA (formerly DMA)	CDR	Requirements Officer
NIMA	LCDR	Special Nautical Products
NIMA	LT	Navy Support Team r

Senior Officer Billets. Please contact CAPT Saia if you are interested in any of these assignments:

<u>Rank</u>	<u>Billet</u>	Location	Fill Date
CDR	COMUSJAPAN	Yokota	ASAP
CDR	COMUSFORKOREA	Seoul	9804
CDR	Naval Attache Croatia	Zagreb	9801
CDR	Naval Attache South Africa	Pretoria	9808
CDR	Naval Attache Finland	Helsinki	9902
LCDR	COMNAVFORKOREA	Chinhae	ASAP
LCDR	USCINCCENT	Riyadh	9811
LCDR	DHS Ft Meade	Maryland	ASAP

Junior Officer Billets. Please contact LCDR Kohler if you are interested in any of these assignments:

Rank	<u>Billet</u>	Location	Fill Date
LT	JICPAC	Hawaii	9801
LT	NCIS Bahrain	Bahrain	ASAP
LT	JICPAC JDET	Yokota	9809
LT	SDVT 1	Hawaii	9806
LT	COMUSKOREA	Seoul	9805
LT	VQ 1	Whidbey	9805 r

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○ Cryptology {PERS-4410}



DSN 224-3403 commercial (703) 614-3404; fax: (703) 697-0992

Worldwide Deployability. The key to a successful career is taking the hard jobs whenever available and wherever they are located. With the exception of a few officers whose family members have documented special needs (see EFM article below), all cryptologic officers, ENS through CAPT, should expect orders to challenging overseas assignments. Call your detailer for a list of the overseas billets available to you.

Exceptional Family Member (EFM) Program. Do you have a family member with special needs? The Navy's EFM Program ensures your family members receive the care they require.

Eligibility for EFM enrollment includes family members (spouse, children, stepchild, adopted child, foster child, or dependent parent), who reside with the sponsor and possess a physical, intellectual or emotional disability that requires

special medical or educational services. Enrollment in the EFM Program ensures confirmation of availability of medical and educational services at overseas locations, ensures the availability of medical services at isolated continental United States (CONUS) locations, and identifies sponsors requiring assignment to CONUS facilities adjacent to major facilities. It also identifies sponsors eligible for homesteading.

The location and timing of an assignment of an EFM sponsor will be given careful consideration. We will work closely with EFM sponsors to develop a normal sea/shore career path.

If your family has special needs, see SECNAVINST 1754.5 for all the information necessary for enrollment in the EFM program. Call your detailer if you have any questions.

Humanitarian Reassignments.

Humanitarian reassignment is designed to facilitate resolution of family hardships which require more time than leave can provide but that can be resolved within a reasonable time frame. A hardship must meet the criteria outlined in the Officer Transfer Manual (NAVPERS 15559A, Section 5).

The humanitarian aspects of all requests for change of duty and assignment to a particular station will be considered, but final determination will be made on the basis of billet requirements and the professional qualifications of the officer concerned. Call your detailer if you have any questions. r

O Public Affairs {PERS-448}

DSN 224-2708; commercial (703) 614-2708; fax: (703) 614-5186

Public Affairs Today. With a 165X Special Duty (Public Affairs) designator you join a select group of officers charged with representing the Navy in the most visible and demanding positions. "Telling the Navy story" is more important than ever, as we strive to garner greater public understanding and support, and to fully inform Navy people on the issues affecting their careers and families.

Public Affairs Officers are assigned all over the world. Many serve on large staffs, such as a fleet commander-in-chief, or as the PAO for a large naval base or station. The billets are located afloat and ashore—aircraft car-

riers, type commands, numbered fleets, major shore commands, headquarters activities and joint staffs.

Lateral transfer opportunity.

The Public Affairs community is looking for high quality naval officers who want to be at the front line of critical Navy programs and operations. If you are an outstanding performer with sharp communica-

tion skills and two to five years of commissioned service, the 165X **Public Affairs Officer community** may have a career opportunity for you. Most officers enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. The next board is scheduled to meet 14 April with applications due 1 February. Application guidelines can be found in MILPERSMAN 1020150. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. You can reach the PAO detailers, CDR Paul Weishaupt or LCDR Kelly Merrell at DSN 224-2708 or (703) 614-2708, or e-mail LCDR Merrell at p448b@bupers.navy.mil. r

○ Supply Corps {PERS-4412}



DSN 224-3471; (703) 614-3471 fax (703) 614-8477

1998 Selection Boards. The 1998 Selection Boards will soon be upon us. Now is the right time to review and update your service record, not a week or two before your board. The best way to do this is to obtain a copy of your microfiche and Performance Summary Report (PSR). These are the documents used by Selection Boards when considering officers for promotion and post graduate education.

SUP OP will attempt to make this process easier by 'pushing' microfiche and PSRs to officers who will be in zone or above zone for CAPT, CDR, and LCDR before the board is scheduled to convene.

When reviewing your microfiche, ensure that all Fitness Reports (FITREPS) are correctly recorded, all awards are entered and that a recent full-length photo is on file.

The PSR consists of 3 sections (career history, awards and FITREPS). This document should be reviewed for accuracy and continuity in FITREPS, service schools attended, postgraduate education, and subspecialty, and additional qualification designators (i.e. warfare quals). Two good sources for information are: "It's Your Career" (NAVSUP P-552) and NAVPERS Manual 1583H.

Review Your Record. You can get a microfiche copy by sending a written request to the bureau. Fax it to (703) 614-8882, or mail it to:

Bureau of Naval Personnel PERS-313C1 PSR 2 Navy Annex Washington, DC 20370-3130

To order a copy of your PSR fax your request (include name, SSN, address, date and signature) to (703) 614-1914, or mail it to:

Bureau of Naval Personnel PERS-323 2 Navy Annex Washington, DC 20370-32°i30 Once you receive your PSR and microfiche, ensure every FITREP from the date you were commissioned is accurately recorded. Additionally, ensure your PSR reflects exactly the same grades and information as the microfiche, the following actions should be taken to correct your record if required:

Replace Missing Fitness Reports/Evaluations. If something is missing, send a copy signed by you and your reporting senior to:

Bureau of Naval Personnel PERS- 322 2 Navy Annex Washington, DC 20370-3220

Review your microfiche to ensure your current photograph is on file.

Update Your Photograph. If you do not have a photo in your service record, have one taken by a military photographer, attach to a NAVPERS 1070/10 form, and mail to:

Bureau of Naval Personnel PERS-313 2 Navy Annex Washington, DC 20370-3130

Ensure college degrees and Navy sponsored courses are accurately reflected on the PSR:

Update Your Education Information. If you're pursuing a degree, and your progress isn't up to date, send transcripts to:

Bureau of Naval Personnel Pers 1031D1 2 Navy Annex Washington, DC 20370-1031

Ensure warfare qualifications are recorded on your PSR.

Update Your Warfare Qualifications. If you are missing a warfare qualification, send a copy of the approval letter to:

Supply Corps Personnel (SUP OP31) 2 Navy Annex Attn: PERS-4412, Room 2501 Washington, DC 20370-5000 or fax to: (703) 614-8477

Review your PSR and microfiche to ensure each personal award you've received (Navy Marine Corps Achievement Medal and above) is accurately recorded.

Getting That Medal In Your Record.

Medals and awards are added to your record by the Board of Decorations and Medals. If you can't find notation of an award in your file, send a copy of the citation, along with your Social Security number in the upper right hand corner, to:

Board of Decorations and Medals N09B33 2000 Navy Pentagon Washington, DC 20350-1031

If you receive an award within a month of the convening date of a selection board affecting you, send a copy to the board's president via your detailer or follow the guidelines in the Military Personnel Manual.

Have Questions. If you are unclear on how to proceed, call DSN 224-2181 or (703) 614-2181, for general information, or for information about performance evaluations, call (703) 693-0978 or DSN 223-0978.

Still Unsure. If you still have questions or concerns about your official record or would like information on how to get correspondence in front of a selection board, please do not hesitate to contact the OP record maintenance advisor, LCDR Tim Colyer at (703) 695-6308.

FY98 Selection Board Schedule.

Board	Date
08 Line & Staff	06 Oct 97
CDR Sea	20 Oct 97
07 Staff	09 Feb 98
06 Staff	23 Feb 98
05 Staff	09 Mar 98
04 Staff	06 Apr 98
03 Staff & PG	27 Jul 98
04 Continuation	21 Sep 98 (Memphis)

The Detailers' Corner

Attention LTs and LTJGs. We have several career-enhancing billets available in the beginning of FY98 on large deck platforms, on both coasts and forward deployed overseas. These billets are professionally challenging and are strong additions to any Supply Officer's resume.

Overseas:

Billet

PRD

	<u>====</u>
9710	NCTAMS WESTPAC Guam/Supply Officer
9712	NAVSTA GTMO/Stock Control Officer
9712	NCTS FAR EAST Yokosuka/Supply Officer
9712	SUBLOGSUPCEN Pearl/Logistics
9712	NAF Atsugi Japan/Logistics
9802	NAS Barbers Point Kanahoe Bay/Aviation Supply
C	

Sea:

<u>PRD</u>	<u>Billet</u>
9801	USS A. LINCOLN / Division Officer - "Readiness side"
9801	USS H. TRUMAN / Divison Officer- "Readiness Side"
9801	USS INCHON / Division Officer - "Readiness Side"
9802	USS G. WASHINGTON / Div. Officer - "Readiness Side"
9802	USS BELLEAU WOOD / Division Officer - "Readiness Side"
9802	USS RAINIER / Division Officer - "Readiness Side"
9803	USS ENTERPRISE / Division Officer - "Readiness Side"
9803	USS KEARSARGE / Division Officer - "Readiness Side"

For further information on the above billets, contact LCDR Greg Stroh, LT Sea and Overseas Detailer (OP 12A), at DSN 224-0918 or commercial (703) 614-0918.

Attention LCDRs. The competition for selection to CDR continues to increase. There are two very challenging overseas tours that provide an excellent means of getting overseas experience as you climb the ladder to CDR.

For a mid to senior level LCDR, the Supply Officer position on USS BLUERIDGE (LCC-19) home ported in Yokosuka, Japan is an excellent opportunity to gain fleet experience onboard the flagship of COMSEVENTHFLT. An additional benefit of BLUERIDGE is the outstanding port visits made in the Far East, Australia, and Indonesia.

For the recent LCDR-selects and junior LCDRs another excellent billet is the Supply Officer at the Afloat Weapons Training Facility in Roosevelt Roads, Puerto Rico. As the Comptroller/Supply Officer you control a \$20M budget, working closely with the Atlantic Fleet Type Commander staffs on lining up and costing the weapons training exercises for the various platforms. You are heavily involved in the Aegis program in addition to many Foreign Military Sales customers on a beautiful Caribbean island.

In addition to the overseas positions there are numerous afloat supply officer positions on Aegis cruisers and Principal Assistant positions on aircraft carriers and amphibious platforms. For additional information contact CDR (Sel) Tom Callan, Head, Sea/Overseas Detail Branch at DSN 224-0917 or commercial (703) 614-0917.

Stay in Touch. Next time you're in the Washington, DC area, plan some time for a visit to the Navy Annex. A face-to-face meeting with your detailer can help clarify your duty preferences and increase your understanding of the detailing process.

If you can not visit us ensure you are communicating with your detailer on a regular basis. Letters and Of-

O CEC {PERS-4413}

DSN 224-3635; commercial (703) 614-3635; fax: (703) 695-7639



Line Officers Wanted. The Civil Engineer Corps has openings for officers who are seeking new challenges in the engineering field. Boards meet twice a year in April and October to consider officers for redesignation. MILPERSMAN 1021050 provides application guidelines. Applications must be received by BUPERS (PERS-811/251) at least **75 calendar days** before the board which meets on 14 April 1998. Interested officers should meet the following criteria:

- Accredited engineering or architecture degree (Engineer-in-Training/Fundamentals of Engineering certificate is desirable but not required)
- Any designator is eligible with primary consideration given to warfare qualified officers from 111X, 112X, 131X, and 132X designators. Strong performance records coupled with a warfare specialty provide optimum qualifications for CEC.
- Officers must have completed two years of active commissioned service but not more than three years as a LT by the convening date of the board.

Augmentation. The redesignation board considers all fully qualified CEC officers for augmentation. Augmentation is a requirement for CEC officers to slate for graduate school. Successful applicants typically have a record of sustained outstanding performance and certification as an Engineer-in-Training, Professional Engineer, or Registered Architect. MILPERSMAN 1020120 provides application guidelines. Applications are due to BUPERS (PERS-811/251) at least **75 calendar days** prior to the convening date of the board.

ficer Preference Cards for NAVSUP OP should be mailed to:

Supply Corps Personnel 2 Navy Annex Attn PERS-4412, Room 2501 Washington, DC 20370-5000

The New OP Homepage. The Supply Corps Detailers and Officer Community Managers are now online. Log on to http://www.navy.mil/homepages/pers-4/pers-44/pers4412/index and talk to your detailer or get the latest Supply Corps news. r

Record Review. The board season is upon us. Ensure that your record accurately represents you before the board. Common items requiring correction are an outdated full length photograph, missing FITREPS, awards, or certifications. Your detailer can provide further guidance on where to send record corrections. If it is less than six months prior to your board, submit corrections to your record <u>and</u> send a letter to the president of the board. This year's board dates are shown below.

Scheduled Board Dates:

CAPT	23 Feb 98
Redesignation/Augmentation	13 Apr 98
CDR	9 Mar 98
CAPT Command Screen	23 Feb 98
LCDR	6 Apr 98
CDR (SEABEE) Command Screen	27 Apr 98
LT	27 Jul 98
Acquisition Professional	18 Feb/20 Jul 98

Leadership Continuum. If you are detailed to a XO or CO billet or are a LT with 5 to 9 years of service, expect to attend an Officer Leadership Course during your next PCS move. This CNO directed program is intended to expand Naval leadership training and development. It is a two week course tailored to each rank.

BUPERS Access. Even if you don't have access to the internet, you can still obtain billet lists and other important information from BUPERS Access. If you do not currently have access, open your communications software and dial one of the following: 800-346-0217, DSN 224-3174 or (703) 614-3174, and then follow the on-line directions to register.

CEC Detail Office Home Page—Visit It Often! http://www.navy.mil/homepages/bupers/pers-4/pers-44/pers-4413/p4413.htm. r

O Chaplain Corps {PERS-4414}

DSN 225-4415; commercial (703) 695-4415; fax (703) 614-4725

Memphis/Millington Move. The upcoming (July/August 98) BUPERS move to Millington, Tennessee means that the Chaplain Corps detailers will be occupying new quarters with their PERS-44 counterparts in Millington. The Chaplain detailers will no longer be co-located with the Chief of Chaplains Office Staff at the Navy Annex in Arlington, VA/Washington, DC area. So when you call the Chaplain detailers the familiar greeting, "Chief of Chaplains Office," will not be heard. Rather you will hear the phone talker greet you with, "PERS-4414, Chaplain detailers," etc. During this transition phase to Millington you are asked to be patient when trying to reach the detailer.

Record Maintenance/Promotion Boards. You are reminded that each Naval officer is responsible for her or his service record's accuracy. This is critical if you are going before a promotion board in the near future.

O Medical {PERS-4415}

Medical Corps: (703) 695-7960 MSC: (703) 695-9004/5/7 Dental Corps: (703) 695-9100 Nurse Corps: (703) 695-7703





Medical Corps

Opportunities in Flight Surgery and Undersea Medicine. Navy Medicine is moving forward with changes to meet the growing emphasis on and need for preventive medicine and primary care service to the operational forces. As a result, new mid-career options are opening in Flight Surgery and Undersea Medicine for physicians in hospital-based specialties. Changes emphasize training opportunities and a defined

You can request a microfiche copy of your service record using NAVPERS 1070/879, or by sending a letter format using your name, social security number, and complete return address. Be sure that this letter is signed. Mail or fax the letter to, Chief of Naval Personnel, PERS-312D1, 2 Navy Annex, Washington, DC 20370-3120. Fax (703) 614-8882, ATTN: 312D. If you are in the Washington area you can visit the Records Review Room at the Bureau of Naval Personnel, at the vy Annex. Any errors, missing information or questions

Navy Annex. Any errors, missing information or questions about corrections please contact, PERS-312D2 at (703) 614-2983.

Officer Retirement Processing. All officer retirement processing is done by PERS-822. Questions, comments, inquiries should be directed to CWO4 Abrams at DSN 224-7998 or (703) 693-7998.

Regionalization. With PCS Funding at a premium, it is wise to help us all by carefully reviewing your duty preference options with an eye on remaining in the region you are currently serving for a follow on tour or two.

Duty Preference Cards. Please ensure your duty preference card is current. It is the primary means for informing the detailers concerning your duty assignment wishes.

Telephone Directory.

Head, Chaplain Assignment PERS-4414 CAPT Cooper (703) 695-4355
Assistant Head PERS-4414D CDR Macnew (703) 695-4363
Assistant Head PERS-4414E CDR Elkin (703) 695-4410

career path aimed at building a community of physicians who are board certified in population-based prevention specialties, including Aerospace, Preventive, and Occupational Medicine. For more information, please contact LCDR Terry Murray at DSN 225-7960 or (703) 695-7960/61/62 or e-mail p4415r@bupers.navy.mil.

Healthcare to the Deckplate. Primary Care specialists now have opportunities to combine their outstanding clinical skills with the challenge of operational medicine. Positions have been created on the large deck amphibs (LHA/LPD/LCC) for specialists in Family Practice, Internal Medicine, Pediatrics, Emergency Medicine, and Occupational Medicine. These are department head positions with the line that will add a significant personal and professional dimension to your career. For more information, contact CAPT (Sel) Mat Nathan at DSN 225-7960 or (301) 695-7960/61/62, or e-mail p4415n@bupers.navy.mil. r



Nurse Corps

Service colleges. Quotas have been offered every year for Naval Medical Department Officers to attend the Naval War College, USMC Command and Staff College, and Amphibious Warfare School. All programs provide advance professional military education to prepare officers for command and staff duties for assignment with joint, combined and high level service organizations.

The FY98 service college quota plan may limit Medical Department Officer opportunity, but quotas may become available for the following: Naval War College (Senior) - CAPT/CDR: Naval War College (Junior) - LCDR; Marine Corps Command and Staff College - LCDR; and Amphibious Warfare School - LT/LTJG. If you are interested or have any questions, please contact your detailer as soon as possible and submit an application package to Nurse Corps Assignments at the Bureau of Naval Personnel (PERS-4415K).

Application must include a curriculum vitae, a motivational statement, a command endorsement, and any other documents or information considered relevant to the application. Applicants must meet grade requirements, be recommended by commanding officer, and be available for transfer in FY98. Tour length curtailment waivers will not be entertained. Service college attendance requires a 2 year obligation. Upon graduation, selectees will immediately serve a utilization tour.

BUPERS Move and Selection Boards. In July 1998, BUPERS will relocate to Millington, TN and selection boards will convene earlier in the year to facilitate the move. SECNAV provides (via ALNAV) the board schedule and

promotion zone at least 30 days before the first scheduled convening date for selection boards in the next fiscal year. In addition to the move, the microfiche of your record is being converted to a digitized format. The responsibility for ensuring the accuracy of your record lies with you and the recommended timeline for reviewing your record before an upcoming board is at least six months prior. If you are eligible for a selection board and have not screened your record, the first thing you should do is order your microfiche and performance summary record. You will find nearly everything you need to know about proper record management in the Jan-Feb 1997 issue of Perspective. Also see page 40 of this issue. An incomplete record immediately sends a negative signal to board members. Make your first impression to a selection board a positive one.

PCS Moves. The forecast for permanent change of station (PCS) budget for FY98 is similar to previous years. Funding will not meet all requirements and will be prioritized according to critical fills in the following priority: sea duty, joint, overseas, duty under instruction, graduate medical education/teaching facilities, remote CONUS, and all others. The result is that each scheduled move requires critical evaluation to meet both the career needs of the individual and the needs of the Navy while remaining within the fiscal constraints of the PCS budget. The Nurse Corps Assignment Section is very focused on ensuring that your career needs are met while working within the budget. r



Dental Corps

DSN 225-9101/9103; Commercial (703) 695-9101/9103: Fax (703) 693-1236

Are you up for orders in 1998? Those officers who are scheduled to move in FY98 should have received a listing of billets that are projected for the entire year. We encourage you to use this listing and fill out your duty preference card or send us an e-mail prioritizing your choices. Our e-mail addresses follow:

CDR Wagner p4415h@bupers.navy.mil CAPT Seder p4415g@bupers.navy.mil

Regardless of how you begin the detailing process, please follow up with a phone call. Phone conversations allow you to express the reasons for your preferences as well as provide the detailer an opportunity for career counseling and guidance.

If you are interested in extending at your current duty station, please let your detailer know 9-12 months prior to your planned rotation date. See the MILPERSMAN 1820120 for guidance.

Dental officers who are contemplating leaving active duty are referred to the MILPERSMAN for assistance. It is important that you follow the guidance provided in the appropriate section in order to ensure we are able to fill your billet and you receive your orders in a timely fashion.

Reserve officers (2205) need to request release from active duty. Your written request should be sent to your detailer and received 6-9 months prior to your desired release date. Refer to MILPERSMAN 3820150.

Regular officers (2200) must request to resign their commission. Your written request should be

forwarded to PERS-253 (not your detailer) and received 9-12 months in advance of your requested release date. Be aware that the request can "be returned without action if the officer does not comply with the 9-12 months submission time frame specified." For further clarification, please refer to MILPERSMAN 3830320.

If you are retirement eligible, your written request along with command endorsement should be forwarded to your administrative officer or servicing **Personnel Support Detachment** for electronic transmission to the retirement section at BUPERS. This request should be submitted 9-12 months in advance. Reference MILPERSMAN 3860280 applies.

The new Senior Dental Assignment Officer is CAPT Pete Seder. Your requests and correspondence should be addressed to the following. r

CAPT Pete Seder (PERS-4415G) Bureau of Naval Personnel 2 Navy Annex Washington, DC 20370-4415



Medical Service Corps

Specialty training continues to remain a high priority within the Medical Service Corps. Fortunately, we have the unique ability of coordinating our own training programs within the various communities such as Financial Management, Material Management, Patient Administration, and Plans Operations, and Medical Intelligence. After successful completion, students are designated with appropriate subspecialty codes that enable the

detailers to assign them to followon assignments. These programs offer a wide variety of challenging worldwide assignments. The Financial Management and Material Management training schedules for fiscal year 1998 will offer two classes 5 Jan- 27 Mar and 29 Jun - 18 Sept. The Patient Administration course will offer three classes 20 Oct - 14 Nov, 20 Apr - 15 May, and 13 Jul - 7 Aug 1998. The Plans, Operations and Medical Intelligence Course will offer four classes 20-31 Oct, 23 Feb - 6 Mar, 4-16 May, and 10-21

Aug. Members desiring information on a particular specialty are encouraged to contact both the specialty leader and their detailer. A listing of the current specialty leaders can be found on the BUMED Homepage. As always, career decisions require careful consideration based on accurate information. If you have any questions concerning these programs or other career options, please don't hesitate to contact your detailer, we are standing by to assist in way we can at the following numbers. r

CAPT Stan Garn, Health, Care Sciences	(703) 695-9004
CAPT(Sel) Hugh Sullivan, Senior Health Care Administration	.(703) 695-0005
LCDR Ben Feril, Operational Allied Sciences	.(703) 695-9004
LCDR Roland Arellano, Junior Health Care Administration	.(703) 695-9005

APC from pg 3

quickly identify those officers who have been in an AW billet. By the end of the tour the officer should have the AQD changed to a 1,2, or 3 to reflect the level of certification that was achieved while in the billet.

• Getting in acquisition early. It's important to be involved in acquisition early if your career desires are to be an APC member. For the URL, membership comes after a successful operational career. It helps if during that operational period you can get one of your shore tours in the AW. There is always room for URL APC members. However, timing is important because it is extremely difficult to utilize even the most outstanding officer if they decide late in their career that they want to be in the AW/APC.

Statutory training and experience are required in order to fill the senior acquisition positions. Thus attempting to start in the acquisition world as a CAPT is extremely difficult.

A few weeks after this article appears the NAVADMIN message announcing the February APC Selection board will be released. The application deadline will be in early January. Below are a few billets that the URL detailers are attempting to fill. r

C OMMAND	RANK/DESIG	B ILLET	$\mathbf{\underline{D}_{ATE}}$
SPAWAR	CAPT 1300	Dir CMDSYS	ASAP
NAVAIR/ENG	CAPT 1300	Dir Research and Eng	ASAP
NRL W DC	CAPT 1300	Chief Staff	9807
BUPERS(Memphis)	CAPT URL	ACQ Coordinator	9804
NRL SUP DET WASH	CAPT 1300	PM WEAP SYS	ASAP
ASN RDA	CAPT 1110	DIR ASW SYS	

CAPT Dan Brown, PERS-447

O JAG Corps {PERS-4416}

DSN 221-9830; (703) 325-9830; fax: (703) 325-7429



Involuntary Release from Active Duty

Background. Involuntary releases from active duty (IRAD), now result in benefits of interest to all officers leaving active duty prior to retirement. These benefits include 20 days house hunting leave, transitional medical benefits for the service member, spouse and the family, two years commissary and exchange privileges, and separation pay for those officers having served at least six years on active duty [officer and/or enlisted service].

Eligibility. MILPERSMAN section 2650280 defines IRAD as follows:

The phrase "involuntary released from active duty," as used in SECNAVINST 1900.7 includes discharge and all other forms of separation from an active duty status under conditions wherein the individual is released from active duty at any time prior to the completion of a stipulated period of active service or tour of active duty. Examples of such releases include release due to reduction in force (RIF) or due to a second failure of selection to the next higher grade.

O TAR {PERS-4417}

DSN 224-8386/7/8 commercial (703) 614-8386/7/8 fax: (703) 614-4047

TAR Aviation

NPGS and Service Schools for Aviators. Limited opportunities are available at certain points during your career. Recent billet down sizing at all the schools has resulted in a reduced quota plan from recent years. Pers-4417 FY-98 Post Graduate School (PGS) slate assigns us eight total quotas, divided between surface, fleet support, and aviation communities. Quotas are normally in Operational Analysis, Information Technology Management, Manpower Systems Analysis, Computer Science, and Financial Management curriculums. We also receive billets to Senior and Junior Naval War College, National Defense University (ICAF/NWC), Senior and Junior Air Force Air War College at Maxwell AFB, AL, and Senior Army War College at Carlisle, PA. Detailing window for PGS normally opens up after se-

In the JAGC, we have typically processed IRADs for officers failing to select for Augmentation or promotion to LCDR and above. We have not typically processed IRADs for officers failing to select for TAP, since they were just completing their 36 months active service period. On a few occasions we have extended unTAP'd officers in remote or hard to fill locations and if these officers qualified for separation pay, IRAD procedures were followed.

Procedures. If you meet the above criteria, in order to be processed as an IRAD, you must submit an unqualified extension request which is addressed to the Chief of Naval Personnel (PERS-4) via PERS-4416. This request must be submitted at least 6 months before release from duty. It ultimately gets routed to the Secretary of the Navy. Basically what happens is the officer's request for indefinite extension is "disapproved" and our request to involuntarily release them is "approved." It takes several months for all the various BUPERS codes to act on such a request. The request to extend that is a TAP application enclosure will not suffice as the unqualified extension request described above. r

Voice mail box extensions:

CAPT Stevens - X 6101 CDR Crawford - X 6102 LCDR Tuider - X6107 LCDR Luster - X 6103 LCDR Price - X 6109

lection to LCDR or CDR. Give us a call. It is never too early to determine which program and what time to attend are best for you

Upcoming TAR Transfer/Redesignation Board. The next TAR Transfer/Redesignation board is scheduled to convene on 26 January 1998. Expect the NAVADMIN announcing the board to be released in early November. This message will address eligibility, obligation, deadline and submission requirements. As always, you are encouraged to ensure that your record is up to date.

Further information can be provided by our administrative staff or the appropriate TAR detailer. Recall to active duty is also part of the board process. Current TAR officers are the key to educating our eligible selected reserve members on the opportunities which are available in the program.

TAR Aviation Junior Officer Detailing Process. In the past, a formal late summer TAR junior officer detailing process was used to address reserve force squadron manning need. That requirement no longer exists with the advent of holding two annual TAR transfer/redesignation boards. The detailing process has now

transformed into a more year round process. Inputs are continuously solicited from commanding officers, wing commanders and CAG and, of course, each individual. The first step to this entire detailing process is the Duty Preference Card. The process can be streamlined by using our fax machine for submission of your card. It is important that your commanding officer is also aware of your career desires, since they play a part in the process.

Online Information. Just a reminder to visit us on the WEB. Our homepage can be found in the BUPERS domain, under the PERS-4 organization. Updates include information on the recently held TAR Transfer/Redesignation board, admin board result statistics, and a short list of upcoming fills. You can send e-mail to

your detailer directly from the site. We update this information monthly to help serve you better.

aviation email: p4417@bupers.navy.mil/CAPT Peterson p4417c@bupers.navy.mil/CDR Boening

TAR Surface

Hail. The new fiscal year brought change to the Surface detailing shop in the Bureau. CAPT Bill Marlowe has relieved CAPT Barry Morgan as the Surface TAR Detailer. Some of you may recognize CAPT Marlowe from a previous tour as Surface TAR placement as he joins us from the OPNAV (N-095) Staff where he served as the director of Surface Programs. A few of his previ-

Cont. on pg 39

○ Fleet Support {PERS-4419}

DSN 224-3515; Commercial (703) 614-3515 fax: (703) 614-4047

CDR selects. Congratulations to the 43 Fleet Support CDR selectees for FY98! Promotion opportunity for our community was approximately 70%. As always, outstanding performance, continuing education, development of a subspecialty and leadership tours were important factors in selection. Of those selected, 85% had served or are currently in their XO billet, 79% have a graduate degree and 65% are proven subspecialists.

Keys to success. We all want to be successful, so what does it really take? Without a doubt, sustained superior performance is the foundation for success. Constructing a career on this foundation should include the following framework:

P Become an expert in your core competency. Serve multiple experience tours at a variety of organizational levels that range from direct customer service at the fleet

level to strategic planning and policy making at senior headquarters. Get out of your comfort zone to work throughout your core competency to broaden your perspective and better prepare you for Fleet Support billets at the next pay-

grade. Concentrate on building the skills for concept integration, policy formulation, complex process management and resource allocation within your core competency.

- P Engage in continuing education. Invest in development and maintenance of your professional currency. Develop analytical and critical thinking skills.
- P Become an accomplished leader and manager. Develop the abilities to effect change and direct outcome through decision making, motivation, and persuasion. Become the problem solver and risk taker who takes the lead in making things happen.
- P Set the personal example. Live our core values. Be the model of integrity. Be physically ready and look the part at all times.

XO Screen Board. The XO Screen Board will convene 30 March 1998 for one week. The officers before

this board are those promoted to LCDR in FY96, FY97, and FY98, as well as those officers in-zone for LCDR in FY99 to be announced by ALNAV in December. These officers should submit most current fitness report and any other information not reflected on their microfiche to LCDR Maxie Davis NLT 20 March 1998. Junior LTs in the DC area who are interested in serving for two weeks as an assistant recorder for this board should contact LT Enterline by 16 Jan 1998.

The Detailing Process ... First Step: Billet Allocation. In the May/June issue we briefly discussed the importance of filling 1700 billets because we are the only community responsible to fill these, plus the need to fill our "fair share" of 1000 coded billets. To explain further, let's look at how billets are allocated and ultimately offered to you within the detailing process. The placement officer starts the process by identifying a future requirement, determining the fill date and initiating posting of the billet to the appropriate community to find a relief. Placement officers must consider the **Naval Manning Plan for Officers** (NMPO) which currently limits shore commands to 85% manning with a few exceptions. 1700 billets

are posted directly to Fleet Support. An allocation model is used to distribute 1000 coded billets to ensure that communities responsible for filling them (aviation, surface, submarine and fleet support) are meeting their own community billet requirements. Then 1000 billets are distributed

accordingly. With billets now posted to the detailer to fill, you and your detailer can discuss specific assignment options. Realize, it is very difficult to obtain billets not posted to us due to the large number of billets we are already required to fill. Discussion with your detailer will focus on core

competency, background, subspecialty codes, personal desires and your next career step. Appropriate billets will then be offered to you. Stay tuned for the next step in the detailing process r



LDO/CWO Picture – "Mustang News"

{PERS-211L}: DSN 223-2309; commercial (703) 693-2309; fax (703) 614-1189

New LDO CDRs. Congratulations to our 30 new LDO CDRs, line and staff, selected from the FY98 CDR Promotion Board (ALNAV 050/97 and ALNAV 052/97). With 59 candidates in-zone, overall selection opportunity was 47.5%. We also had two officers selected below-zone—a Surface Engineer (6130) and Surface Communicator (6190)—out of 121 eligible (1.65%). There were no above-zone selections.

ested in selection board duty, the person to contact is your detailer. Listed below are some of our upcoming boards.

FY99 Promotion Zones. We continue to receive phone calls asking about next year's promotion zones and/or when someone will be inzone for the next promotion. Normally in December of each year, an ALNAV is released estab-

munity Managers, we enjoy hearing from all of you. However, many calls are from individuals asking to speak with their detailer about future assignments, seeking advice on career planning, or asking questions about why they failed to select for promotion. All of these type of phone calls really fall under the purview of the detailer and not the community manager. The detailer is your assignment officer

and your career counselor. They are in the best position to be able to review your record and discuss specifics. As community managers, we deal with overall program issues, promotion and accession planning, policy issues, etc., and not individual cases. Again, it's not because we don't care, it's really a matter of

appropriate responsibility and wanting to make sure you get the right word. Please use the telephone index contained in Perspective to contact your detailer.

Merry Christmas and Happy New Year! CDR Jerry Hart and LT Scott Lyons LDO/CWO Community Managers (PERS-211L/N131L)

For those who have failed selection to CDR for the second time, the law stipulates that retirement take place no later than the first day of the seventh month (1 March 1998) after approval of the selection board's recommendation. Those in this category should have already received

correspondence from the retirement section. If not, please contact your detailer.

Selection Board Membership.

Want to learn more about the system while fulfilling your responsibilities as an officer? If so, consider serving on a selection board. It's a big job with important responsibility, but the experience will make you a more effective officer, better qualified to counsel your subordinates and manage your own career. If you are inter-

Future Boards

12 Jan 98 - 23 Jan 98	Active O-6 Line
20 Jan 98 - 06 Feb 98	In-Service Procurement Board
03 Mar 98 - 06 Mar 98	Submarine Major Command
	Screen Board
09 Mar 98 - 27 Mar 98	Active O-5 Line
09 Mar 98 - 13 Mar 98	Active O-5 Staff
06 Apr 98 - 24 Apr 98	Active O-4 Line
06 Apr 98 - 17 Apr 98	Active O-4 Staff
01 Jun 98 - 05 Jun 98	Active CWO 3/4

lishing the various promotion zones for the next fiscal year. Please watch for that ALNAV. It is currently in the "mill."

As for predicting when someone will zone for the next rank, we continue to advise our officers to forget about "year groups" and use promotion flow points as their guide. These flow points were published in the September-October 1997 edition of *Perspective*.

Detailer versus Community Manager. As the LDO/CWO Com-

BUPERS Directory

For e-mail address, replace xxx with listed PERS-code: pxxx@bupers.navy.mil example – to e-mail the aviation junior officer VF detailer: p432g@bupers.navy.mil * indicates no e-mail available

PERS-code Perspecti	<u>Position</u>	Incumbent	DSN	Commercial Ext
Perspect			·	<u>Commerciai</u> <u>Ext</u>
	ive and Link Magazines			
451E 451E1	Managing Editor, <i>Perspective</i> and <i>Link</i> Magazines Editor, <i>Link</i>	LT Zip JOC(SW) Briggs	223-3034 223-3079	(703) 693-3034 (703) 693-3079
BUPERS	Access / IVR and BUPERS Home Page	e Technical Sup	oport	
455E	BUPERS Access / IVR Technical Support BUPERS Access Data Personal Account BUPERS Access Data Command Representative Account Interactive Voice Response (IVR)	DP1 Richardson unt	224-8083	(703) 614-8083 1-800-346-0217 1-800-762-8567 1-800-951-NAVY
1023	BUPERS Home Page Technical Support BUPERS Home Page e-mail address	DPC Reese http://www.navy.n	225-5895 nil/homepages/b	(703) 695-5895 upers
Personne	el Policy Advisors			
203D 2MM 2WW 45J 45J1 45J2	Personnel Exchange Program (PEP) Advisor Acquisition Professional (AP) Advisor Women in the Navy Advisor Joint Policy Advisor JPME Phase II Quota Control Title 10 Compliance	LCDR Hunter CAPT Brown CAPT Brehm Vacant LCDR Grace LT Velasquez	224-5393 227-8761 225-9385 223-2345 223-0036 224-2048	(703) 614-5393 (703) 697-8761 (703) 695-9385 (703) 693-2345 (703) 693-0036 (703) 614-2048
451G 451G1	TAD/Joint Operations Assignments Advisor TAD Assistant	CDR Terrell LT Mulligan	223-2948 223-1192	(703) 693-2948 (703) 693-1192
61 61B 611 613 614A 614B	Director, Equal Opportunity Division Deputy Director Navy Affirmative Action Plans Advisor Sexual Harassment/CMEO Advisor Minority Affairs Advisor Minority Affairs Advisor	CAPT Stafford CDR Olmo LCDR Haeg LCDR Imgrund CDR Olmo LCDR Burke	224-2007 225-2860 225-2651 225-2824 224-1190 224-2008	(703) 614-2007 (703) 695-2860 (703) 695-2651 (703) 695-2824 (703) 614-1190 (703) 614-2008
Microfich	ne, PSR, Selection Boards, Fitness Rep	orts ODC Sun	nort	
* 313D * 321 * 322 * 1031D1	Microfiche & PSR Ordering fax ordering (PSR ordering only) Selection Board Support FITREP/EVAL Support and FITREP/EVAL Selection Board Support Officer Data Card (ODC) Support (updates to Front Page PSR)	LT Stauffer LT Bertelsen Help Desk Ms Jones	224-3654 224-8882 224-3105 224-1132 224-5188	(703) 614-3654 (703) 614-8882 (703) 614-3105 (703) 614-1132 (703) 614-5188
Inservice	Procurement and Transfer Division			
25 251 252 253 * 253B * 253C	Director Head, Inservice Procurement/Transfer Branch Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Officer Resignations	CDR Wessel LT Green LCDR Simmons LT Bischeri PNC Estella Ms Atkinson	224-3887 224-1193 224-2825 223-2206 224-2894 223-0987	(703) 614-3887 (703) 614-1193 (703) 614-2825 (703) 693-2206 (703) 614-2894 (703) 693-0987

Officer	Promotions	Division
Officer	Promotions	DIVISION

26	Director	CDR Stewart	224-2725	(703) 614-2725
* 26A	Admin Officer	LT Corley	224-2725	(703) 614-2725
* 26C	Officer Special Board Coordinator	LT Castleberry	224-2725	(703) 614-2725
26L	Line Selection Board Liaison	LCDR Anderson	224-2725	(703) 614-2725
* 26M	Staff Selection Board Liaison	LCDR Nathan	224-2725	(703) 614-2725
* 93	Director, Reserve Officer & Enlisted Promotions	CDR Carlock	288-8691	(202) 433-8691
* 93B * 93D	Deputy Director, Reserve Officer & Enlisted Promotions	CDR Vogt CDR Nardella	288-8676	(202) 433-8676
	Special Assistant for Line/Staff Boards		288-8675	(202) 433-8675
* 931	Head, Reserve Officer Promotions and Appointments	LCDR Cambell	288-8674	(202) 433-8674

Retirements Division

27	Director	Ms Ryan (Acting)	224-2690	(703) 614-2690
271	Head, LIMDU/Disability Retirement	LTJG Gaston	224-7990	(703) 693-7990
272	Head, Officer Retirement	CWO4 Abrams	223-7995	(703) 693-7995

Officer Community Management (OCM) and Career Planning Division

21	Director	CAPT Durgin	223-2301	(703) 693-2301
211	Head, OCM	CAPT Willson	223-2303	(703) 693-2303
211C	Chaplain Corps OCM	CAPT Belanus	224-4438	(703) 614-4438
211D	AED/AMD OCM	CAPT Benn	224-4869	(703) 614-4869
211E	Engineering Duty OCM	CAPT Rau	223-1231	(703) 693-1231
211F	Special Warfare OCM	CDR Campion	224-8327	(703) 614-8327
211G	Fleet Support OCM	CDR Sapp	223-2308	(703) 693-2308
211H	Special Operations OCM	CDR Windhorst	224-8328	(703) 614-8328
211I	Intelligence OCM	CAPT Thomas	224-3072	(703) 614-3072
* 211J	JAG Corps OCM	CAPT Stevens	221-9830	(703) 325-9830
211K	CEC OCM (e-mail p4413@bupers.navy.mil)	CAPT Surash	224-3635	(703) 614-3635
211L	LDO/CWO OCM	CDR Hart	223-2309	(703) 693-2309
211L1	Assistant LDO/CWO OCM	LT Lyons	223-2310	(703) 693-2310
211M	Medical Department OCM	CAPT Gibbin	223-2328	(703) 693-2328
211M2	Medical OCM Admin Assistant	HM2 Beebe	223-2324	(703) 693-2324
211M3	Medical Service Corps/Dental Corps OCM	CDR Boman	223-2327	(703) 693-2327
211M4	Medical Corps OCM	CAPT Simpkins	223-2311	(703) 693-2311
211M5	Nurse Corps OCM	CDR Bashford	223-2326	(703) 693-2326
211N	Submarine OCM	LCDR Stacia	225-3734	(703) 695-3734
2110	METOC OCM	CAPT Lawson	224-0520	(703) 614-0520
211P	Public Affairs OCM	CDR Weishaupt	224-2708	(703) 614-2708
211Q	Cryptology OCM	CDR MacDougall	224-3403	(703) 614-3403
* 211R	Merchant Marine OCM	CAPT Van Oss	332-7128	(703) 602-7128
211S	Supply Corps OCM	CAPT Turk	224-3471	(703) 614-3471
211S1	Supply Corps Requirements	LCDR Walker	224-3471	(703) 614-3471
211V	Aviation OCM	LCDR Ryan	223-2306	(703) 693-2306
211W	Surface OCM	CDR Sorce	223-2305	(703) 693-2305
213	Professional Development	LCDR Belcher	223-2340	(703) 693-2340
213D	Graduate Ed & Subspecialty Management	Ms. Poindexter	224-4933	(703) 614-4933;
214	TAR OCM (e-mail p921c@bupers.navy.mil)	CDR Wright	223-2316	(703) 693-2316
		-		

Surface Officer Distribution Division

41	Director/CAPT Assignment	CAPT Marzluff	224-8341	(703) 614-8341
41B	Deputy Director	LCDR Grause	224-8341	(703) 614-8341
41A	Assistant CAPT Assignment	CDR Kurta	224-8341	(703) 614-8341
410/11	Head, CDR/LCDR Assignment	CDR Clark	224-3678	(703) 614-3678
410A	Assistant CDR Assignment	CDR Woolley	224-3679	(703) 614-3679
411A	YG86 & Junior	CDR Griner	224-2270	(703) 614-2270
411B	YG85 & Senior	LCDR Delaney	224-2270	(703) 614-2270
412	Head, Junior Officer Assignment	CAPT Reilly	224-3831	(703) 614-3831
412A/B	Sea/Shore Coordinator	LCDR Matawitz	224-3831	(703) 614-3831
412S	2nd Department Head Assignment	LCDR Johnson	224-3831	(703) 614-3831
4128	1st Department Head Assignment	LCDR Negus	224-3831	(703) 614-3831
4121	2nd Division Officer Assignment (M-Z)	LCDR Thebaud	224-3831	(703) 614-3831
4122	2nd Division Officer Assignment (A-L)	LT Doyon	224-3831	(703) 614-3831

412I	Initial Assignment	LT Cash	224-3831	(703) 614 3831
412N	Surface Nuclear Assignment	LCDR Mullen	224-3831	(703) 614-3831
413	Head, Surface Ship Placement, CCDG Staffs, CNSL/CNSP Staffs	CDR Landolt	223-1976	(703) 693-1976
413A	LANT CRUDES Ships and Staffs	CDR Fierro	223-0912	(703) 693-0912
413B	PAC CRUDES Ships and Staffs	LCDR Ault	223-1979	(703) 693-1979
413E	CLF/PC/USNS/Trng/MW	LCDR Shock	223-1983	(703) 693-1983
413F	Amphibious Ships and Staffs	LCDR Zalamea	223-1985	(703) 693-1985
414	Head, Surface LDO/CWO Assignment/Admin	CDR Williamson	223-1953	(703) 693-1953
414B	Ord/OpTech/ADP/Deck	LCDR Roxbury	223-1956	(703) 693-1956
414C	Engineering	LCDR Patrick	224-8553	(703) 614-8553
414D	Elex/Comm	LCDR Freeman	223-1955	(703) 693-1955
415	Head, Special Warfare Assignment/Placement	CDR Campion	224-8327	(703) 614-8327
416	Head, Special Operations Assignment/Placement	CDR Windhorst	224-8328	(703) 614-8328
	8			(,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
01	· / Naveleon Devices Offices Distribution	Districu		
Submarin	e / Nuclear Power Officer Distribution	Division		
42	Director/CAPT Assignment	CAPT Talbot	225-1205	(703) 695-1205
42B	Deputy Director/CO Detailer	CAPT(Sel) Hendrickson	225-3965	(703) 695-3965
421	Head, Sub/Nuclear Power Assignment	CDR Howard	225-0688	(703) 695-0688
421A	Post-Department Head Shore Detailer	LCDR Childs	225-4047	(703) 695-4047
421B	Department Head Detailer	LCDR Kirk	225-4048	(703) 695-4048
421C	Junior Officer Shore Detailer	LT Brunner	225-4039	(703) 695-4039
421D	Junior Officer Sea Detailer/Medical	LT Brown	225-4331	(703) 695-4331
421E	Accession/Resignations	LT Nosse	225-4062	(703) 695-4062
422	Head, Nuclear Sub LDO/CWO Assignment	CDR Downs	225-4209	(703) 695-4209
422A	LDO/CWO Detailer	LCDR Hill	225-1240	(703) 695-1240
499	Staff Dlacoment	I CDD Daugh	225 2022	(702) 605 2022
423	Staff Placement	LCDR Rauch	225-3923	(703) 695-3923
191	Haad Curfoss Nuclear Dower Distribution	CADT(Cal) Ianilravalri	225 4220	(702) 605 4220
424 424B	Head, Surface Nuclear Placement	CAPT(Sel) Janikowski		(703) 695-4330 (703) 695-4192
424 424B	Head, Surface Nuclear Power Distribution Surface Nuclear Placement	CAPT(Sel) Janikowski LT Pascual	225-4330 225-4192	(703) 695-4330 (703) 695-4192
424B	Surface Nuclear Placement			, ,
Aviation (Surface Nuclear Placement Officer Distribution Division	LT Pascual	225-4192	(703) 695-4192
424B Aviation (Surface Nuclear Placement Officer Distribution Division Director/CAPT Assignment	LT Pascual CAPT Besal	225-4192 224-8356	(703) 695-4192 (703) 614-8356
424B Aviation (43 43B	Surface Nuclear Placement Officer Distribution Division Director/CAPT Assignment Deputy Director	LT Pascual CAPT Besal CDR Evans	225-4192 224-8356 224-8080	(703) 695-4192 (703) 614-8356 (703) 614-8080
424B Aviation (43 43B 43A	Officer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment	CAPT Besal CDR Evans LCDR Dolan	225-4192 224-8356 224-8080 224-8356	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8356
424B Aviation (43 43B 43A 43C	Surface Nuclear Placement Officer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation	CAPT Besal CDR Evans LCDR Dolan LT Sloan	225-4192 224-8356 224-8080 224-8356 224-8712	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8356 (703) 614-8712
424B Aviation (43 43B 43A 43C 431	Surface Nuclear Placement Officer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller	224-8356 224-8080 224-8356 224-8712 224-8077	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8356 (703) 614-8712 (703) 614-8077
424B Aviation (43 43B 43A 43C 431 431A	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz	224-8356 224-8080 224-8712 224-8077 224-8077	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8356 (703) 614-8712 (703) 614-8077 (703) 614-8077
424B Aviation (43 43B 43A 43C 431 431A 431B	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack	225-4192 224-8356 224-8080 224-8356 224-8712 224-8077 224-8077	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8356 (703) 614-8712 (703) 614-8077 (703) 614-8077
424B Aviation (43 43B 43A 43C 431 431A 431B 432	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8356 (703) 614-8712 (703) 614-8077 (703) 614-8077 (703) 614-8077
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8708 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8712 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-8708
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8708 224-8708 224-8712	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8712 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8712
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D 432E	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention VAW/Warfare Transition	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan LCDR Plummer	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8708 224-8708 224-8708 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8712 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D 432E 432F	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention VAW/Warfare Transition VFA	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan LCDR Plummer LCDR White	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8712 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D 432E 432F 432G	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention VAW/Warfare Transition VFA VF	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan LCDR Plummer LCDR White LCDR Ariza	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8712 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D 432E 432F	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention VAW/Warfare Transition VFA VF Helicopter (Sea)	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan LCDR Plummer LCDR White	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8077 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8356 (703) 614-8712 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D 432E 432F 432F 432G 432H	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention VAW/Warfare Transition VFA VF	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan LCDR Plummer LCDR White LCDR Ariza LCDR Lupton	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8712 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D 432E 432F 432F 432G 432H 432I	Officer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention VAW/Warfare Transition VFA VF Helicopter (Sea) VP (Shore)	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan LCDR Plummer LCDR White LCDR Ariza LCDR Lupton LT Vassilakis	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8077 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8356 (703) 614-8712 (703) 614-877 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D 432E 432F 432F 432G 432H 432I 432J 432K 432L	Officer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention VAW/Warfare Transition VFA VF Helicopter (Sea) VP (Shore) Education/Subspecialty Management VAM/VAQ Aviation LDO/CWO Assignment	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan LCDR Plummer LCDR White LCDR Ariza LCDR Lupton LT Vassilakis LT Barnett LCDR Hinkley CDR Ewing	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8077 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8712 (703) 614-877 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-8708
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D 432E 432F 432F 432G 432H 432I 432J 432K 432L 432M	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention VAW/Warfare Transition VFA VF Helicopter (Sea) VP (Shore) Education/Subspecialty Management VAM/VAQ Aviation LDO/CWO Assignment Assistant Aviation LDO/CWO	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan LCDR Plummer LCDR White LCDR Ariza LCDR Lupton LT Vassilakis LT Barnett LCDR Hinkley CDR Ewing LCDR Johnson	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8356 (703) 614-8712 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-478 (703) 614-4596
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D 432E 432F 432F 432G 432H 432I 432J 432K 432L 432M 432N	Officer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention VAW/Warfare Transition VFA VF Helicopter (Sea) VP (Shore) Education/Subspecialty Management VAM/VAQ Aviation LDO/CWO Assignment Assistant Aviation LDO/CWO Pilot/NFO Initial Assignment	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan LCDR Plummer LCDR White LCDR Ariza LCDR Lupton LT Vassilakis LT Barnett LCDR Hinkley CDR Ewing LCDR Johnson LT Cole	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8077 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8712 (703) 614-877 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-478 (703) 614-4596 (703) 614-8708
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D 432E 432D 432E 432F 432G 432H 432I 432J 432K 432L 432M 432N 432P	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention VAW/Warfare Transition VFA VF Helicopter (Sea) VP (Shore) Education/Subspecialty Management VAM/VAQ Aviation LDO/CWO Assignment Assistant Aviation LDO/CWO Pilot/NFO Initial Assignment VP (Sea)	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan LCDR Plummer LCDR White LCDR Ariza LCDR Lupton LT Vassilakis LT Barnett LCDR Hinkley CDR Ewing LCDR Johnson LT Cole LCDR Smithyman	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8077 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8712 (703) 614-877 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-478 (703) 614-478 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708 (703) 614-8708
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D 432E 432D 432E 432F 432G 432H 432I 432J 432K 432L 432M 432N 432P 432Q	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention VAW/Warfare Transition VFA VF Helicopter (Sea) VP (Shore) Education/Subspecialty Management VAM/VAQ Aviation LDO/CWO Assignment Assistant Aviation LDO/CWO Pilot/NFO Initial Assignment VP (Sea) Helicopter (Shore)	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan LCDR Plummer LCDR White LCDR Ariza LCDR Lupton LT Vassilakis LT Barnett LCDR Hinkley CDR Ewing LCDR Johnson LT Cole LCDR Smithyman LCDR Coughlin	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8077 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8712 (703) 614-877 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-8708
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D 432E 432D 432E 432F 432G 432H 432I 432J 432K 432L 432M 432N 432P 432Q 432R	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention VAW/Warfare Transition VFA VF Helicopter (Sea) VP (Shore) Education/Subspecialty Management VAM/VAQ Aviation LDO/CWO Assignment Assistant Aviation LDO/CWO Pilot/NFO Initial Assignment VP (Sea) Helicopter (Shore) Sea Coordinator	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan LCDR Plummer LCDR White LCDR Ariza LCDR Lupton LT Vassilakis LT Barnett LCDR Hinkley CDR Ewing LCDR Johnson LT Cole LCDR Smithyman LCDR Coughlin LCDR Coughlin LCDR Piritz	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8077 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8712 (703) 614-877 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-8708
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D 432E 432D 432E 432F 432G 432H 432I 432J 432K 432L 432M 432N 432P 432Q 432R 432S	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention VAW/Warfare Transition VFA VF Helicopter (Sea) VP (Shore) Education/Subspecialty Management VAM/VAQ Aviation LDO/CWO Assignment Assistant Aviation LDO/CWO Pilot/NFO Initial Assignment VP (Sea) Helicopter (Shore) Sea Coordinator VS/Force Sup Jet	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan LCDR Plummer LCDR White LCDR Ariza LCDR Lupton LT Vassilakis LT Barnett LCDR Hinkley CDR Ewing LCDR Johnson LT Cole LCDR Smithyman LCDR Coughlin LCDR Piritz LT Foster	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8077 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8712 (703) 614-877 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-8708
424B Aviation (43 43B 43A 43C 431 431A 431B 432 432C 432D 432E 432D 432E 432F 432G 432H 432I 432J 432K 432L 432M 432N 432P 432Q 432R	Difficer Distribution Division Director/CAPT Assignment Deputy Director Assistant CAPT Assignment ACIP Evaluation Head, CDR Assignment Assistant CDR Detailer Assistant CDR Detailer Head, LCDR/Junior Officer Assignment Shore Coordinator Resignation/RAD/Retention VAW/Warfare Transition VFA VF Helicopter (Sea) VP (Shore) Education/Subspecialty Management VAM/VAQ Aviation LDO/CWO Assignment Assistant Aviation LDO/CWO Pilot/NFO Initial Assignment VP (Sea) Helicopter (Shore) Sea Coordinator	CAPT Besal CDR Evans LCDR Dolan LT Sloan CDR Miller CDR Munoz CDR McCormack CDR Malinak LCDR Steele LT Sloan LCDR Plummer LCDR White LCDR Ariza LCDR Lupton LT Vassilakis LT Barnett LCDR Hinkley CDR Ewing LCDR Johnson LT Cole LCDR Smithyman LCDR Coughlin LCDR Coughlin LCDR Piritz	224-8356 224-8080 224-8356 224-8712 224-8077 224-8077 224-8077 224-8077 224-8708	(703) 695-4192 (703) 614-8356 (703) 614-8080 (703) 614-8712 (703) 614-877 (703) 614-8077 (703) 614-8077 (703) 614-8077 (703) 614-8708 (703) 614-8708

Head, Air Combat Placement	CDR Wanjon	224-4344	(703) 614-4344
VFA/CVW East/TACRONS	LCDR Haffner	224-4344	(703) 614-4344
VF/CVW West	LCDR Molidor	224-4344	(703) 614-4344
VAW/VRC/VC/VQ	LCDR Settele	224-4344	(703) 614-4344
VP/VX-1/ASWOC/VXE-6	LCDR Adrion	224-4344	(703) 614-4344
Flight Students Placement	LT Bogard	224-4344	(703) 614-4344
VAM/VAQ	LCDR McCulloch	224-4344	(703) 614-4344
CV/CVN	LCDR Buck	224-4345	(703) 614-4345
VS/VT/Aviation Staff	LCDR Wagner	224-4345	(703) 614-4345
HSL/HS	LCDR Bartkoski	224-4345	(703) 614-4345
HC/HM/TYCOMS/FASO	LCDR Menah	224-4345	(703) 614-4345
	VFA/CVW East/TACRONS VF/CVW West VAW/VRC/VC/VQ VP/VX-1/ASWOC/VXE-6 Flight Students Placement VAM/VAQ CV/CVN VS/VT/Aviation Staff HSL/HS	VFA/CVW East/TACRONS LCDR Haffner VF/CVW West VAW/VRC/VC/VQ LCDR Settele VP/VX-1/ASWOC/VXE-6 Flight Students Placement VAM/VAQ LCDR McCulloch CV/CVN LCDR Buck VS/VT/Aviation Staff LCDR Wagner HSL/HS LCDR Bartkoski	VFA/CVW East/TACRONS LCDR Haffner 224-4344 VF/CVW West LCDR Molidor 224-4344 VAW/VRC/VC/VQ LCDR Settele 224-4344 VP/VX-1/ASWOC/VXE-6 LCDR Adrion 224-4344 Flight Students Placement LT Bogard 224-4344 VAM/VAQ LCDR McCulloch 224-4344 CV/CVN LCDR Buck 224-4345 VS/VT/Aviation Staff LCDR Wagner 224-4345 HSL/HS LCDR Bartkoski 224-4345

Restricted Line / Staff Corps Officer Distribution and Special Placement Division

44	Director	CAPT Wikstrom	224-4022	(703) 614-4022	
44A	Aide Placement	CDR(Sel) Martin	223-0041	(703) 693-0041	
44B	Deputy Director	CDR Riddle	224-4024	(703) 614-4024	
440	Head, Professional Education/Subspecialties	CDR Threlkeld	223-1220	(703) 693-1220	
440B	Graduate Education Placement	LT Noles	223-1222	(703) 693-1222	
440C	Service College Placement	LT Bradford-Crane	223-1223	(703) 693-1223	
440E2	Subspecialty/Waiver Review	Ms Hughes	224-3321	(703) 614-3321	
441	Head, Washington Placement	CDR Opsal	223-0002	(703) 693-0002	
441A	JCS/OSD Admin	LT Stone	224-1113	(703) 614-1113	
441B	Assistant Washington Placement	LCDR Walter	223-0001	(703) 693-0001	
442	Head, Major Staffs Placement	CDR Bole	224-8483	(703) 614-8483	
442B	Asst. Head/Korea/Japan	LCDR Strange	224-8484	(703) 614-8484	
442C	FAO/PEP/FMS	LT Druckenmiller	224-8482	(703) 614-8482	
444E 444F 444 444B 444C	Head, NAVSEA Head, Educ & Trng Staff Placement/NAVAIR/SPAWAR NROTC/USNA/TELCOM/CNET NAS/CNRC/SAF/NS NPS/CAAC/ARC/BRIG/PASS	CDR Threlkeld LCDR Fox CDR(Sel) Harned CDR(Sel) Tappan Ms Henderson	224-4918 223-1220 225-5779 223-1219 224-4916	(703) 614-4918 (703) 693-1220 (703) 695-5779 (703) 693-1219 (703) 614-4916	
445	Head, Engineering Duty Assignment	CAPT Rau	223-1231	(703) 693-1231	
445B	Assistant ED Detailer	CDR Petersen	224-1232	(703) 614-1232	
446 446B 446C 446	Head, AED/AMD Assignment Assistant Head, AED 151x/Det/Air Assistant Head, AMD 152x Tar Community Manager AEDO Career Manager AMDO Career Manager	CAPT Benn CDR Wooten CDR Cleveland LCDR Smith LCDR Snaza LCDR Disano	224-4869 224-4869 224-4869 224-4869 664-6033	(703) 614-4869 (703) 614-4869 (703) 614-4869 (703) 614-4869 (703) 604-6033 (703) 604-6033	
447	Acquisition Professional (AP) Advisor	CAPT Brown	227-8761	(703) 697-8761	
448	Head, Public Affairs Assignment	CDR Weishaupt	224-2708	(703) 614-2708	
448B	Assistant Head	LCDR Merrell	224-2708	(703) 614-2708	
449	Head, METOC Assignment	CAPT Lawson	224-0520	(703) 614-0520	
449B	Assistant Detailer	LCDR Stewart	224-0521	(703) 614-0521	
4410	Head, Cryptology Assignment	CDR MacDougall	224-3402	(703) 614-3402	
4410B	JO Detailer	LCDR Pollard	224-3403	(703) 614-3403	
4410C	LDO/CWO/New Accessions	LT Wilcox	224-3404	(703) 614-3404	
4411	Head, Intelligence Assignment	CAPT Saia	224-3072	(703) 614-3072	
4411A	LT & Below Detailer	LCDR Kohler	224-3072	(703) 614-3072	
4411B	Intelligence Placement	LCDR Hughes	224-3072	(703) 614-3072	
4411C	Attache Placement/TAR Detailer	CDR Workman	224-3072	(703) 614-3072	
4413 4413A 4413B 4413C 4413D 4413E	Head, CEC Assignment LCDR Detailer Billets/NAVFAC Placement/ANCECO LTJG/ENS/CWO Detailer Plans and Inputs LT/Postgraduate Detailer	CAPT Surash CDR Ashley LT Corando LT Collins LCDR Addison LCDR Stratman	224-3635 224-3635 224-3635 224-3635 224-3635 224-3635	(703) 614-3635 (703) 614-3635 (703) 614-3635 (703) 614-3635 (703) 614-3635 (703) 614-3635	

44120	Director, Supply Corps Personnel/CAPT Sea & Shore	CAPT Walton	224-2862	(703) 614-2862
4412	Head, Supply Assignment/CDR Sea & Shore	CAPT Bird	224-2862	(703) 614-2862
4412R	Special Assistant	LCDR Singleton	224-2865	(703) 614-2865
4412B	LCDR Shore Detailer	CDR Kuhm	224-0915	(703) 614-0915
4412C	LCDR Sea and Overseas Detailer	LCDR Green	224-0917	(703) 614-0917
4412E	Reserve/TAR/SELRES Manager	CAPT Thornbury	224-2862	(703) 614-2862
4412F	LT/LTJG Sea and Overseas Detailer	LCDR Morgan	224-0918	(703) 614-0918
4412I	LT/LTJG Shore Detailer	LT Liberko	224-0913	(703) 614-0913
4412G	ENS/CWO Sea and Overseas Detailer	LT Skinner	224-0919	(703) 614-0919
4412J	ENS/CWO Shore	LT Walker	224-0916	(703) 614-0916
4412X	NAVSUP/DLA/BUPERS Placement	LCDR Dolan	224-2811	(703) 614-2811
4412W	TAR Community Manager	CDR Laughlin	224-8703	(703) 614-8703
4412Q	Career Counselor	LCDR Pritchard	224-3471	(703) 614-3471
4414	Head, Chaplain Assignment	CAPT Cooper	225-4355	(703) 695-4355
4414D	Assistant Head	CDR MacNew	224-4363	(703) 695-4363
4414E	Assistant Head	CDR Elkin	224-4415	(703) 695-4415
4415	Head, Medical Department Assignment	CAPT Brown	225-7073	(703) 695-7073
4415A	Assistant Head	CAPT(Sel) Younger	225-7073	(703) 695-7073
4415B	Head, Medical/Dental Placement	CDR Hodges	225-5837	(703) 695-5837
4415D	Overseas, Ops and USMC Placement	LT Anaya	225-5837	(703) 695-5837
4415F	East Coast Claimancy 18 Placement	LT Brown	225-5837	(703) 695-5837
4415T	West Coast Claimancy 18/Washington HQ Placement	LCDR Brown	225-5837	(703) 695-5837
4415M	Head, MC/Surg Spec Assignment	CAPT Golembieski	225-7960	(703) 695-7960
4415P	GME Assignment	LT Poindexter	225-7960	(703) 695-7960
4415U	GMO Assignment	LCDR Wiley	225-7960	(703) 695-7960
4415R	Operational Med/PA Assignment	LCDR Murray	225-7960	(703) 695-7960
4415N	Non-Surgical Spec MC Assignment	CAPT(Sel) Nathan	225-7960	(703) 695-7960
4415G	Head, Dental Corps Assignment	CAPT Seder	225-9101	(703) 695-9101
4415H	Dental Corps Assignment	CDR Wagner	225-9101	(703) 695-9101
4415J	Head, MSC/Senior HCA Assignment	CAPT Garn	225-9004	(703) 695-9004
4415JA	Applied Science Assignment	LCDR Feril	225-9004	(703) 695-9004
4415I	HCA MSC Assignment LCDR and above	CAPT(Sel) Sullivan	225-9005	(703) 695-9005
4415IA	HCA MSC Assignment ENS-LT	LCDR Arellano	225-9005	(703) 695-9005
4415K	Head, Nurse Corps Assignment	CAPT Caffrey	225-7703	(703) 695-7703
4415V	LCDR Nurse Corps Assignment	CAPT(Sel) Boechler	225-7703	(703) 695-7703
4415L	Nurse Corps West Coast Assignment	CDR Saunders	225-7703	(703) 695-7703
4415S	Nurse Corps East Coast Assignment	LCDR Szymanski	225-7703	(703) 695-7703
* 4416	Head, JAG Corps Assignment	CAPT Stevens	221-9830	(703) 325-9830 ext 6101
* 4416B	Assistant Head/Senior Officer	CDR Crawford	221-9830	(703) 325-9830 ext 6102
* 4416C	LCDR Assignment	LCDR Tuider	221-9830	(703) 325-9830 ext 6107
* 4416D	LT/LTJG/LDO Assignment	LCDR Luster	221-9830	(703) 325-9830 ext 6103
* 4416E	Accessions/Retention	LCDR Price	221-9830	(703) 325-9830 ext 6109
4417	Head, TAR Assignment	CAPT Peterson	224-8386	(703) 614-8386
4417B	Surface TAR Officer Assignment	CAPT Marlowe	224-8386	(703) 614-8386
4417C	Aviation TAR Officer Placement	CDR Boening	224-8387	(703) 614-8387
4417D	Surface TAR Officer Placement	LCDR Hamel	224-8388	(703) 614-8388
	Intelligence TAR Officer Assignment	CDR Workman	224-3072	(703) 614-3072
4417F	Fleet Support TAR Officer Assignment	CDR Strother	224-3515	(703) 614-3515
4419	Head, Fleet Support Assignment	CAPT Augustine	224-3515	(703) 614-3515
4419A	Assistant Head	CDR Dubuque	224-3515	(703) 614-3515
4419B	YG80-88 Detailer	LCDR Davis	224-3515	(703) 614-3515
4419D	YG89 & Junior Detailer	LT Enterline	224-3515	(703) 614-3515
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TAR from pg 33

ous tours include command of USS CLIFTON SPRAGUE (FFG-16) and command of Naval and Marine Corps Reserve Center, Norfolk, Virginia. Please join us in welcoming him back to the TAR detailing shop.

Farewell. "For myself, it's off to major command afloat and although I look forward to my next assignment, I can honestly tell you that I have thoroughly enjoyed this tour. Your cooperation and professional interaction both in this office and on the road have been great! The con-

versations and ensuing discussions while meeting all of you, is truly one of the most rewarding aspects of being the detailer. Finally, I leave you with the reminder to look carefully at the upcoming selection board schedule. Conduct a thorough review of your record 4-6 months in advance of applicable administrative and statutory boards, and forward the necessary information (awards and photos) as soon as possible. Keep up the superb work! Hope to see you out in the fleet or in the field." – *CAPT Morgan*

Congratulations to our New Commanders! Please send updated duty preferences to aid in the slating process for future tours!

Selection Board Matters. The selection board cycle is in full swing. As mentioned in previous *Perspective* articles, this year's board cycle will be compressed to complete all major statutory and administrative board action in Washington, DC prior to the Bureau's move to Millington, TN next summer.

How Do I Know When I'm in Zone for Promotion? Each fall SECNAV approves the Fiscal Year Officer Grade Promotion Plans (both Active Duty List and Reserve) which provide guidance for conducting that year's promotion boards. PERS-92 may adjust the Reserve promotion opportunity (ADL +/-10%) based on Reserve Program requirements. Upon approval of the

plans, an ALNAV message is released (normally in December) listing ADL promotion zones by date of rank and lineal number. PERS-86/93 (Reserve Promotions) subsequently issues its own ALNAV listing Naval Reserve zones through application of the running mate system. Review this annual message to determine if you are in zone. Do not rely on unofficial projections!

TAR Transfer Redesignation Board. Application deadline for the 26 January 1998 TAR Transfer Redesignation Board is 19 December 1997. Forward all applications for redesignation to the Bureau of Naval Personnel, #2 Navy Annex, Washington DC 20370-4417. Please include a current address and phone or e-mail where you can be contacted. Consult the current supporting NAVADMIN for eligibility requirements. r

surface email: p4417b@bupers.navy.mil/CAPT Marlowe p4417d@bupers.navy.mil/LCDR Hamel

The Reference Page

Record Maintenance

The following reference points are outlined to facilitate updating your record.

• **Photograph.** The requirement to submit a photograph is now within three months after acceptance of each promotion vice the old requirement of submission within one year.

Photographs can be submitted on NAVPERS 1070/10 and sent to:

Bureau of Naval Personnel (PERS-313C) 2 Navy Annex Washington DC, 20370-3130

• **Fitness reports.** If you are missing a fitness report from your microfiche send a copy to:

Bureau of Naval Personnel (PERS-322) 2 Navy Annex Washington DC, 20370-3220

For questions call DSN 224-1196/2476 or (703) 614-1196/2476.

• **Microfiche.** You cannot order your microfiche by phone or by e-mail because your signature is required. Send written requests to:

Bureau of Naval Personnel (PERS-313D) 2 Navy Annex Washington, D.C. 20370-3130

For questions call DSN 224-3654/2983, (703) 614-3654/2983, or fax (703) 614-8882.

• **Performance Summary Record (PSR).** You may order your PSR by writing or faxing:

Bureau of Naval Personnel (PERS-313D) 2 Navy Annex Washington, D.C. 20370-3130

For questions call DSN 224-3654/2983, (703) 614-3654/2983, fax (703) 614-8882.

• Officer Data Card (ODC). You may request an Officer Data Card by writing or faxing:

Bureau of Naval Personnel (PERS-1031D) 2 Navy Annex Washington, D.C. 20370-1030

For questions call DSN 224-2213, (703) 614-2213, or fax (703) 614-5021

• **Medals**. If an award is missing from your PSR, send a copy of the signed citation to the Board of Decorations and Medals (after printing or typing your SSN in the upper right hand corner).

Navy Department Board of Decorations & Medals 2000 Navy Pentagon Washington, DC 20350-2000.

If an award is missing from the microfiche, again ensure your SSN is in the upper right hand corner and send the citation to PERS-313C1. Faxed citations are not acceptable for inclusion on the microfiche. Remember that only personal awards (NAMs, NCMs, etc.) are part of your official record. r

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Letters to the Editor

Background for Landline responses comes from cognizant offices in BUPERS. Your questions and comments are essential to issues deserving added emphasis or clarification. If you have a question or comment, please write to:

Editor, Perspective/Link Bureau of Naval Personnel PERS-451E 2 Navy Annex Washington, DC 20370-4510

Include your name, SSN, and designator when writing, or call DSN 223-3034; commercial (703) 693-3034; or fax (703) 614-3380. Please note that the above fax number is new.

You can also send Internet e-mail to the editor at the following address:

p451e@bupers.navy.mil

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Here is an opportunity to participate in and contribute to real world operations. N123C is charged with coordinating TAD support for Joint Operations and United Nations missions worldwide. TAD assignments are 120 to 179 days in length and require your command's approval to participate. Your command incurs no cost in supporting these vital assignments as the requesting command pays both travel and per diem. If the timing is such, we can work with your detailers to make the TAD assignment part of your PCS orders. Tax-free income, other spe-

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N123C currently supports assignments to Operations Joint Guard and

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For more information please contact LT Nikolai Mulligan or CDR Dick Terrell. Phone numbers are DSN 224-1012 or DSN 225-3748. Commercial numbers are (703) 614-1012 or (703) 695-3748. You may fax us at DSN

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and civic centers. If you like the possibility of truly independent duty in CONUS then this may be the job for you. Interested officers should call the Head of Candidate Guidance at the U.S. Naval Academy at DSN 281-1842 or commercial (410) 293-1842. r

Interested in Gaining Public Affairs Experience?

BUPERS is looking for a highly motivated URL Lieutenant with Public Affairs experience (collateral duty) and/or with a journalism background to assume the job of Editor, *Perspective* in Millington, TN. Interested officers can call or e-mail the current editor at DSN 223-3034 or e-mail p451e@bupers.navy.mil. r

If you've read Perspective and just couldn't find the answer to a question you have in mind, please drop topic ideas via e-mail to the editor p451e@bupers.navy.mil. Topic suggestions will be considered for future issues. As a customer service oriented command, BUPERS is always looking for ways to keep our people informed and satisfied with correct and timely information.